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ABSTRACT

Statistical analysis of the process of labor market reentry through a Temporary Help Service (THS) can provide a better understanding of the dynamics of female labor market accommodation and an insight into the role played by a THS as a labor market institution, especially as it facilitates the successful reentrance of women into the work force. It was found that THS met the employment needs of women, particularly those with children, and enabled those who might otherwise not have found acceptable jobs to contribute to their household income. Of greater significance, however, were the contacts made with potential employers originally referred by THS. These contacts had a positive influence on long run adjustments to the world of work. In effect, THS is a clearinghouse where women can fulfill their immediate employment needs. Findings suggested that agencies presently disseminating labor market information, such as the Employment Service, schools, and manpower training programs, should be alerted to the range of opportunities provided by THS, particularly for reentry level women. In addition, employers should be made aware that the THS industry can provide competently qualified employees to meet temporary needs.
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WOMEN RETURNING TO WORK AND THEIR INTERACTION WITH A TEMPORARY HELP SERVICE

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May, 1976

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16. Abstracts Study of women returning to work by way of a Temporary Help Service (THS) between 1967 and 1973. To ascertain the women's interaction with this private labor market institution, we studied their work experiences before, during and after their affiliation with THS, and identified the factors which explained their work patterns during each of these periods. The data were analyzed by means of a multi-regression technique within a longitudinal frame of reference. We were particularly interested in such things as why the women returned to work, why they selected a THS, and their evaluations of the latter.

We found that THS served the needs of most women who selected it when they returned to work. This was especially the case for women with children. This study is useful to public and private groups and institutions interested in helping women readjust to the world of work.

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FOREWORD

The substantial increase in the number of women participating in the labor force has prompted the research community to focus on the successes and problems women encounter in adjusting to the world of work. Many women tend to exit and reenter the labor force on the basis of changing family responsibilities. Since the problems associated with reentry are different from those confronting women when they first entered the work force, an understanding of the labor market institutions which facilitate this reentry can assist policymakers. This study looks at the role played by the Temporary Help Service (THS) in facilitating the reentry of women into the world of work.

A large body of research has analyzed whether government sponsored programs and institutions have contributed to the efficient utilization of the nation's labor force. Private-sector labor market institutions such as employment and career planning agencies have been reluctant to provide information to outside researchers. The THS firm cooperating in this study preferred to remain anonymous, yet its participation enables us better to understand how private labor market agents match workers and jobs. The company under study did not request, nor was it granted the opportunity to review this report before publication. I am grateful to all those members of the THS firm who made this study possible.

Four colleagues offered incisive comments and helpful criticism throughout the unfolding of this study: Paul Andrisani, Bernard Donahue, Stuart Garfinkel, and Bernard Siskin. Despite other obligations, they graciously consented to give of their time.

Deborah Lurie, on the staff of the Scientific and Academic Systems Department of the Temple University Computer Center, was not an original member of the research team. Her help, however, was unmeasurable. She provided computer-related technical assistance with an ease which belied her

ability. Although at times she had good reason to say "that's enough," she remained committed until the final draft of this report was completed.

Mary McCutcheon typed this report. The final product is indicative of her ability, but her patient manner and dedication to excellence are non-tangibles which only a project director can truly appreciate. Evonne Kruger, Administrative Assistant, was responsible for monitoring grant expenditures, shared in coding and data preparation decisions, and served as liaison between the staff and interviewers in the field. Nancy Sendzick typed the many preliminary drafts of this report, but her responsibilities encompassed much more. The unanticipated and unwanted problems were usually left on her desk. Lavern Butzbach supervised and coordinated the work of the interviewers. She and her extremely competent team are commended for their perseverance in tracing respondents. The coding staff consisted of Mary Catanzaro, Robert Conway, Eugene DiSalvator, Mary Sciole and Damienne Sena. To all the aforementioned I can but express my debt of gratitude.

Karen Greene represented the Employment and Training Administration in the implementation of this grant. She was always understanding and I appreciate her advice and counsel.

The joint efforts of many persons made this study possible. But Donald Burke, our coauthor, shared equally in the work attendant on the completion of this project. His participation in this study necessitated his making many family, professional and personal sacrifices. The moral support provided and contributions made were so extensive that it is impossible to enumerate them fully. For all that he brought to this endeavor, I am indeed grateful.

Richard D. Leone
Project Director

I. INTRODUCTION

In marked contrast to the role assumed by her grandmother, today's woman is more likely to seek gainful employment outside the home. Approximately 45 percent of working age women are presently employed or seeking work, while in 1920 only 23 percent were in the labor force. The women's liberation movement, a declining birth rate, labor-saving devices in the home, and the lowering of discriminatory employment barriers, are but a few of the changes contributing to this increase in female labor force activity. Within this context of change, however, the labor force participation of women continues largely to follow a life-work cycle of entrance, exit and reentrance. Women usually enter the labor force in their late teens or early twenties, tend to withdraw until their late twenties and then reenter in their early thirties. Approximating an economic law yet to be repealed, this suggests that a woman will travel the path of entrance, exit and reentrance as family responsibilities change.

The successful accommodation of women to the work force after an absence is sometimes inhibited by such special labor market problems as limited labor market information, skill obsolescence, and work demands which conflict with responsibilities at home. Because of her absence from the work force a reentrant may have to adjust, moreover, to problems not encountered when she entered initially. Consequently, many women move back into the labor force gradually, and facilitate their adjustment by working part time (i.e., less than 35 hours per week).[1]

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[1]B.N. Seer, Reentry of Women to the Labour Market After an Interruption in Employment (Paris: Organisation for Economic Cooperation and Development, 1971), p. 18; Linda Bell, Women Returning to the Labour Force: A First Report (Toronto, Canada: Ontario Department of Labor, Women's Bureau, 1969), p. 6.

Part-time employment helps reconcile family and occupational roles and allows the reentrant to gain knowledge of the labor market while she relearns old skills or acquires new ones.[2]

One labor market institution within the private sector which is relied upon, especially by female labor force participants, is a Temporary Help Service (THS).[3] This service provides employers (THS customers) with temporary personnel (THS employees) on the basis of the former's day-by-day needs and the latter's desire to work. The primary purpose of this research is to study women returning to work and their interaction with a THS.

Over 300,000 women a year return to work through the THS industry: a labor market institution facilitating working part time. Although THS employees may work for one THS customer full time and for a long duration, THSs permit women to be more selective as to where, when and how many days they work any given week. A THS principally functions as a clearing

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[2]Jean Hallaire, Part-Time Employment: Its Extent and Its Problems (Paris: Organisation for Economic Cooperation and Development, 1968), p. 89.

[3]Mack Arthur Moore, "The Role of Temporary Help Services in the Clerical Market," (unpublished doctoral dissertation, University of Wisconsin, 1963); Robert Stewart Smith, Analysis of Labor Market Adjustments in the Clerical Help Market: 1953-1960 (Springfield, Virginia: National Technical Information Service, 1971); Martin J. Gannon and Uri Brainin, "Employee Tenure in the Temporary Help Industry," Industrial Relations (May 1971), pp. 168-175; Paul A. Joray, "The Temporary Industrial Labor Service Market in the Chicago and St. Louis Metropolitan Areas) (unpublished doctoral dissertation, University of Illinois at Urbana-Champaign, 1972); Martin J. Gannon, "A Profile of the Temporary Help Industry and Its Workers," Monthly Labor Review, No. 5 (May 1974), pp. 44-49; Paul A. Joray and Charles Hulin, "The Temporary Help Industry: Customers, Workers and Firms" (unpublished report prepared for the National Association of Temporary Services, August 1974).

house, matching the abilities of applicants--predominantly female--with the day-to-day needs of its customers. Serving also as a "search specialist" it reduces the costs of search which would otherwise accrue to THS employees and customers alike were they to seek out one another directly.

Because a THS enables its employees to work part time and allows its employees greater choice as to the scheduling of work and for whom they work, women returning to work may be encouraged to select a THS. Moreover, a THS may reduce the economic and psychological costs associated with a lengthy job search, provide exposure to a variety of employers and job functions, and allow reentrants to test their skills and abilities in real job situations. Should a more permanent employment position eventually be desired, it is likely that such labor market information would facilitate a successful transition from temporary to full-time work. Moreover, the acquisition of useful labor market information through THS may also allow reentrants to assess more thoroughly the impact of work on their family/household obligations.

Besides providing reentrants with useful labor market information, a THS may also enable a woman to develop marketable skills which may have become deficient or obsolete due to absence from the work force. Furthermore, the THS may provide a degree of flexibility in work arrangements seldom found if the women were to interact directly in the labor market or through other labor market institutions, such as public or private employment services. Since its jobs are temporary, a THS allows reentrants to accept or reject jobs on a day-to-day basis, thus enabling women to adjust to the world of work at their own pace, and more readily reconcile conflicting demands which may exist between responsibilities at home and at work.

An analysis of the process of labor market reentry through the portals of the THS can provide a better understanding of the dynamics of female labor market accommodation and an insight into the role played by a THS as a labor market institution, especially as it facilitates the successful reentrance of women into the work force.

OBJECTIVES OF STUDY

Although there is considerable reason to suspect that the THS plays a significant role in the reentry process, there is in fact very limited empirical evidence assessing this role, particularly from the perspective of those women who select a THS when they return to the labor force. Such an insight should be of value to policymakers in designing strategies whereby social and economic institutions may better serve the needs of working women. In addition to their importance from the standpoint of individual welfare, policies designed to improve labor market institutions are no less important from the vantage point of employers and the larger society, as well as upon the individuals whose productive capacities are underutilized. Finally, such insights as are developed may also be useful to the Temporary Help Service in assisting it to serve more thoroughly the needs of women reentering the work force through its doors.

The principal purpose of this study is to examine the role of the Temporary Help Service as a labor market institution, particularly as it facilitates the reentry of women into the work force. In this study there are six specific objectives, each of which entails an empirical analysis of research questions addressing themselves to the role of the THS in facilitating the labor market reentry of women. These research questions are:

I. For those women reentering the work force through THS: What were their work histories in the five-year period prior to applying at THS? Furthermore, what factors explain their differences in labor market experience prior to application at THS?

II. Among women reentering the work force through THS: What factors influenced their decision to return to work? Were these women more interested in "earning money," "gaining experience," "breaking household monotony," and/or "meeting people?" What was the relative importance of these reasons for women when they returned to work? Moreover, what factors differentiate women returning to work for different reasons?

III. Among women reentering the work force through THS: Why did women select a THS when they decided to return to work? Furthermore, what factors differentiate women selecting a THS for one particular reason from those returning via THS for another reason?

IV. After reentering the work force through THS: What types of work-related experiences transpired during their affiliation with THS? Also, what variables explain why some reentrants had different labor market experiences at THS than others?

V. After reentering the work force through THS: What were the personal evaluations of the THS experience? Also, what factors differentiate those women with favorable evaluations of the THS experience from those with unfavorable evaluations?

VI. In terms of subsequent labor force participation: Did the women work after leaving THS? Furthermore, what factors explain why some women spent more months in the labor force than others leaving THS? Other things being equal, how did the THS experience influence labor force participation in the post-THS period? Also, are the factors which influence post-THS experience the same as those which influenced work experience prior to applying at THS and while affiliated with THS?

In addition to addressing each of these research questions, the study also presents profiles describing both the customers who use THS employees and the women constituting a THS's labor supply. The latter profile also permits us to compare women who rely on a THS to other female labor force participants. In both instances, however, our intent is to provide a perspective of both the supply and the demand sides of the THS industry, and to provide further background information on those women who choose a THS as a vehicle to reenter the labor force. It is hoped that these descriptive data will be useful as a frame of reference for interpreting the empirical results generated in answering the six research questions.

SOURCE OF DATA

The application forms of 4,129 women were selected at random from the files of persons who applied for THS employment between 1967 and 1973 at five different offices of a large temporary help service company located in the Philadelphia Standard Metropolitan Statistical Area (SMSA).[4] These offices were located in either central business districts or suburban residential areas. We were assured by company representatives that they were not substantially different from THS offices throughout the country. Each application form detailed the woman's work experience prior to application and the file contained her work experience while she was affiliated with the THS, thus providing both biographic and demographic information. Some of this information was coded for each of the 4,129 women.[5]

On the basis of information available from the application forms, reentrants were identified as those women who at the time of application: (1) had some prior work

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[4]In cases where the file of a male THS applicant was selected at random, it was deleted and the next female file was selected.

[5]Fifteen items from the form were coded for each woman: date of application, age at application, gap in months between last job worked and application at THS, date of last job at THS, marital status, number of children, ages of children, child care information, days available for work, time during day available for work, education, location of high school attended, availability of a car, and whether the woman subsequently worked for a THS. Lastly, the applicant's work status prior to application was coded on the basis of whether the woman: (1) had left school within the last year and had not worked during that period; (2) was still a student; (3) was presently working, or had last worked either full or part time at a job other than at a temporary help service; (4) was presently on strike and therefore not technically unemployed; or (5) was seeking temporary work in addition to a presently held permanent job. Unfortunately, the application forms did not report the women's race.

experience, but none during the six months prior to date of application;[6] (2) were 22 to 55 years of age; (3) did not have a THS firm as their last employer;[7] (4) were not on strike; (5) were not coming directly from school; and (6) accepted at least one THS assignment.[8]

Of the 917 women who met these criteria, 492 were later interviewed in the field between March and June of 1974.[9] The personal interviews were conducted by a professional interview company; however, the development of the questionnaire,[10] training of the interviewers, correspondence with

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[6]Unfortunately, it was not possible to incorporate a dimension of job search into the criteria for determining whether a woman was a reentrant. Consequently, the concept of reentry used in this study is not the same as that used by the Department of Labor (DOL) to analyze Current Population Survey data. The DOL's definition stipulates that people are identified as entrants if they never worked full time for two weeks or longer prior to the period used to determine labor market activity. Reentrants are those people "who previously worked at a full-time job lasting two weeks or longer but who later dropped out of the labor force for a period of time before looking again for work." Curtis L. Gilroy, "Job Losers, Leavers, and Entrants: Traits and Trends," Monthly Labor Review (August 1973), p. 15.

[7]We excluded this group because we felt they might confuse another THS experience with the specific THS relationship of interest in this study.

[8]There was no significant difference at a .01 level between those women who applied and did not work as compared to those who actually worked; the comparison was on the basis of age, marital status, number of children, education, and duration of time between the women's last job and their application.

[9]For more details and information about non-response bias, see Appendix A.

[10]See Appendix B for a copy of the questionnaire.

potential respondents, and coding of the questionnaires were the research staff's responsibilities.

The questionnaire was designed to obtain information beyond what was available from the application form about the women's work histories prior to applying at THS. Respondents were asked to evaluate their THS experience and to provide information about their post-THS experience. Also, supplementary data were taken from the application forms for the 492 women interviewed in the field.[11] Thus, the study involves the analysis of data obtained from personal interviews, as well as from application forms. These data allow us both to perform an extensive analysis of reentrants based on the sample of 492 women interviewed in the field, and also to provide a profile of THS employees in general on the basis of information obtained from the application forms of the random sample of 4,129 women.

In addition, a profile of THS customers was developed from the random sample of 4,129 application forms of all women who worked in 1972 or 1973 by coding the name of each customer and the dates it employed a THS employee. State and Philadelphia SMSA industrial directories were used to determine the customers' appropriate Standard Industrial Classification (SIC) code.

ANALYSIS OF THE DATA: A LONGITUDINAL APPROACH

In the six research questions described are a number of issues relating to the labor market experience of women who reenter the work force by way of the Temporary Help Service. For purposes of this study these issues can be categorized chronologically according to one of three time periods:

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[11]Jobs held by the respondents were coded on the basis of job classification, number of days worked, and beginning and ending dates: if the woman had less than 10 jobs, all were coded; if she held more than 10 jobs while affiliated with THS, a random sample of 10 were selected. However, since the women were administered skill tests when they applied at THS, the test results recorded on the application forms were coded for the 492 respondents.

1. The Pre-THS Period - the five years immediately preceding application to the THS.

2. The During Period - the period when the reentrant was affiliated with the THS.

3. The Post-THS Period - the period after the reentrant terminated her affiliation with the THS.

In the five-year period prior to applying at THS (the pre-THS period), we are concerned mainly with three specific issues. First, we are interested in the relative importance of several factors in explaining the work experience of women prior to their reentry into the labor market and their application to the Temporary Help Service (Research Question I). Second, we are also concerned with the factors which influence their decision to return to work (Research Question II), and third, we are interested in the factors which influence their decision to return to work via the Temporary Help Service (Research Question III). We also probed whether their decision to return to work is related to the choice of THS as the vehicle for reentry.

In the period they are affiliated with THS (the during period), we are principally concerned with the work experience of reentrants and with their personal evaluations of the THS experience (Research Questions IV and V). Several dimensions of labor market experience which occurred while the women were affiliated with THS are examined in an effort to ascertain some of the factors which influence the labor force participation of reentrant women during their stay with the THS. Additionally, we also attempt to distinguish between those women most satisfied with the THS experience and those who found the experience less satisfactory (Research Questions IV and V).

Finally, in the period after leaving THS (the post-THS period) we are concerned with the labor market experience of these women in terms of total months worked, and with the degree to which the THS experience influenced their work activity subsequent to their tenure at THS (Research Question VI).

For analytic purposes, each research question can be specified in terms of an additive model in which the experience or decision to be analyzed is treated as the dependent variable, and the factors influencing the experience or decision are treated as independent (explanatory) variables.[11] An additive model assumes that the average score of the dependent variable for a set of individuals can be explained by adding the effects of several independent variables. In the case of the first research question, for example, the percent of time a woman worked in the pre-THS period (the operational measure of pre-THS work history) is the dependent variable which can be viewed as a function of a woman's age, marital status, the number and age of her children, curriculum-training, education, her ability measured by test scores, and the year she applied. Figure 1 illustrates the translation of each research question into a set of analytic models, each consisting of a dependent variable and a set of explanatory variables. Careful inspection of Figure 1 will clarify the relationship between the three time periods encompassed by the study, the research questions, and the specific models used to answer these questions.

The chronological ordering also displayed in Figure 1 highlights this study's longitudinal nature. Since events which took place in the pre-THS period may influence a woman's work experience while at THS and after she leaves, it is necessary to include pre-THS related experiences in the model to explain subsequent work-related phenomena. Hence, what is considered a dependent variable[12] in one time period is treated as an independent or an explanatory variable in subsequent periods. Figure 1 shows the gradual buildup of the models, as once-dependent variables are added as explanatory variables. For example, the percent time worked in the five years prior to applying is treated initially as a dependent variable, but because this can be viewed as a proxy measure of on-the-job training and thus indicative of different degrees of one's investment in human capital, it is used as an explanatory variable in the two

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[11]See Appendix C for a description of the source and measurement of all variables and a rationale for their inclusion in the models.

[12]See Appendix C.

subsequent time periods.

The statistical technique used to examine the relationship between the explanatory variables and each dependent variable is Multiple Classification Analysis (MCA),[13] a version of multiple regression analysis with dummy variables.[14] The principal advantage of this approach is that it takes full account of the intercorrelations among the explanatory variables, while not requiring the typical assumption of linear relationships between explanatory and dependent variables. In addition, MCA always treats the explanatory variables as sets of classes or categories. Thus, it is of little concern whether an explanatory variable represents a nominal, ordinal, or interval scale, or whether relationships between explanatory and dependent variables are linear or nonlinear. MCA only requires that the explanatory variables be grouped into exhaustive and mutually exclusive categories and that the dependent variable

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[13]For a complete description of multiple classification analysis, see Frank M. Andrews, James A. Morgan, John A. Sonquist, and Laura Klein, Multiple Classification Analysis--A Report on a Computer Program for Multiple Regression Using Categorical Indicators, II (Ann Arbor, Michigan: Institute for Social Research, University of Michigan, 1973).

[14]Multiple regression analysis with dummy variables is a technique which allows use of the usual multiple regression technique when explanatory variables are nominal scale classifications. Each classification becomes a "dummy" variable which is coded as one or zero. A one indicates a person belongs to the classification; a zero indicates she does not. Thus, a variable such as marital status (married, single or once married--widowed, separated or divorced) would be recoded into a set of three dummy variables. Inclusion of the whole set of dummy variables in the regression equation would make it unsolvable. Hence, one of the dummy variables must be omitted from each set. Regression coefficients thus obtained represent the deviation of each classification from the classification omitted.

FIGURE 1. MODELS TO BE ANALYZED USING MULTIPLE CLASSIFICATION ANALYSIS

The Pre-THS Period

	Labor Market Experience *(Research Question I)a*	**Why Return to Work** *(Research Question II)a*	**Why Choose THS** *(Research Question III)a*
DEPENDENT VARIABLE	1. percent time worked pre-THS	1. to earn money 2. to gain experience or improve skills 3. to break household monotony 4. to meet people	1. interest in labor market information 2. preference for temporary work 3. interest in variety vs. compatibility

EXPLANATORY VARIABLE	• age
	• marital status
	• children
	• curriculum-training
	• education
	• manual-clerical score
	• year of application
		• age
		• marital status
		• children
		• curriculum-training
		• education
		• manual-clerical score
		• year of application
		• percent time worked pre-THS
			• age
			• marital status
			• children
			• curriculum-training
			• education
			• manual-clerical score
			• year of application
			• percent time worked pre-THS
			• **Why Return to Work**
			  • to earn money
			  • to gain experience or improve skills
			  • to break household monotony
			  • to meet people

a See pp. 4-5 for a complete description of the question.

The During Period		The Post-THS Period
Labor Market Experience *(Research Question IVa)* 1. total months affiliation with THS 2. number of days worked at THS 3. number of jobs worked 4. average number of days per job 5. number of companies to which assigned 6. number of job classifications 7. number of refusals per month	**Evaluations** *(Research Question Va)* 1. acquired labor market information 2. improved skills 3. comparison of wages 4. whether needs were met 5. would woman return to THS	**Labor Market Experiences** *(Research Question VIa)* 1. number of months worked

• age
• marital status
• children
• curriculum-training
• education
• manual-clerical score
• year of application
• percent time worked pre-THS
• **Why Choose THS**
  • interest in labor market information
  • preference for temporary work
  • interest in variety vs. compatibility
• percent household income
• car available
	• age
	• marital status
	• children
	• curriculum-training
	• education
	• manual-clerical score
	• year of application
	• percent time worked pre-THS
	• **Why Choose THS**
	  • interest in labor market information
	  • preference for temporary work
	  • interest in variety vs. compatibility
	• percent household income
	• car available
	• number of days worked at THS
		• age
		• marital status
		• children
		• curriculum-training
		• education
		• manual-clerical score
		• year woman left THS
		• percent time worked pre-THS
		• **Why Choose THS**
		  • interest in labor market information
		  • preference for temporary work
		  • interest in variety vs. compatibility
		• percent household income
		• number of days worked at THS
		• whether THS helped woman acquire labor market information
		• skills improved while at THS
		• THS wages compared to what she thought she could earn elsewhere
		• needs met while at THS
		• would woman return to THS

be either in continuous or dichotomous form.[15]

In addition, MCA has the following improvements over multiple regression analysis with dummy variables:

1. Ease of input and use - Since MCA expects the explanatory variables to be in nominal or ordinal scale, no manipulation of the data is required by the researcher. Standard regression programs require that the data be recoded into dummy variables.

2. Ease of interpretability - The regression coefficients generated by MCA are expressed in terms of deviations to the grand mean, rather than deviations from the single dummy variable excluded from the set. This leads to ease of interpretation and presentation since all classes of a variable can be reported and compared to the grand mean. We are also able to better assess the significance of the entire variable as opposed to its individual sub-classifications.

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[15]It should be noted that in most cases, the dependent variables in this study are measured in dichotomous form (as in "the percentage of reentrants highly satisfied with TPS). Whether the use of dichotomous dependent variables violates the econometric assumption of homoscedasticity in the error term, the violation of this assumption does not result in biased ordinary least squares estimates (such as those obtained through MCA). Also, where the dependent variable is not highly skewed, violation of this assumption does not generally change the substantive conclusions obtained through such ordinary least squares regression techniques as MCA, and regular regression techniques may be safely used rather than more costly minimum likelihood approaches such as probit-logit analysis. Thus, where dichotomous dependent variables are used in this study, they have been categorized in such a way as to avoid skewness.

3. Facilitation of the illustration of empirical results - A complete analysis of the model requires not only the investigation of the relationship between the dependent variables and the set of explanatory variables considered simultaneously, but also the investigation of the relationship of the dependent variable to each explanatory variable both neglecting (gross effect) and controlling for (net effect) all other variables in the model. The gross and net effects can be assessed by examining the unadjusted and adjusted means calculated by MCA, respectively. The unadjusted means describe the relationship between the dependent and each independent variable, neglecting all other variables in the model. Thus, the unadjusted means of the dependent variables for each classification of age would allow us to compare the average value of women aged 22-29 to those aged 30-44, etc. The adjusted means allow us to examine the relationship between the dependent variable and each explanatory variable after controlling for all other variables in the model. Thus, the adjusted means of the dependent variables for each classification of age would allow us to see if the same trend holds, once we control for a woman's marital status, children, education, etc. These differences between unadjusted and adjusted means are an indication of the amount of intercorrelations the analysis adjusted for. The presentation of both of these values in one table facilitates the illustration and interpretation of the results.

LIMITATIONS

The researchers realize that certain limitations exist in the design, sampling and data used in this study. As we proceed to explain these limitations we caution the reader to keep them in mind, as we have hopefully done, in interpreting the empirical results.

To properly assess the impact of THS as a vehicle of reentry, a control group consisting of women reentering the labor market directly or through another labor market

institution, such as the Employment Service, would have added to this study. The cost involved in identification and establishment of a control group precluded its use in this study. Hence, the impact of THS as a "treatment effect" upon their adjustment to work was assessed through the use of a longitudinal approach. An in-depth study of the reentrant returning to work via a THS is a valuable step in observing the problems and adjustments made by reentrants.

The reader is alerted to the fact that we relied on data from the offices of a THS firm located in the Philadelphia Standard Metropolitan Statistical Area (SMSA). As to confining the analyses to one firm and one SMSA, we were advised by industry representatives that it was reasonable to assume: (1) that the firm we studied attracted the same type of applicant and served the same mix of customers as the industry in general, and (2) that with rare exceptions, the Philadelphia SMSA is similar to other SMSA's where the industry operates. Moreover, since the cooperating firm maintained offices in suburban areas as well as center city Philadelphia, our findings should be representative of the Philadelphia SMSA and not just the city itself. Because we studied one firm in one SMSA, however, it is inappropriate to infer that this study is "truly" representative of the nation at large.

It must be noted that this study is concentrated on a very homogeneous set of women, namely, reentrants aged 22-55, all doing clerical work in a local labor market. Analysis within such a homogeneous group is limited due to the relatively small amount of variance to be analyzed, and this no doubt tends to magnify differences which arise due to chance. Hence, one might expect that differences in labor market experience would reflect a considerable degree of randomness, and that models attempting to explain such differences would be characterized by rather low explanatory powers. Little variance in the dependent variable also arises because we are relying on micro rather than macro data. This problem especially arises in cases where the dependent variable is not continuous, but our results are in keeping with other researchers who have used micro

data.[16]

In addition to the explanatory variables which are basic to our models, other variables which are related to work experience have been omitted. These include such things as a woman's perception of work job satisfaction measures and a health profile, to mention only a few which may influence the behavior of labor supply. On the demand side, age discrimination may exist for women in our sample. Younger women may have more favorable work experience than older women, but we do not have a measure for discrimination.

It should be noted that while the chronological ordering of the issues addressed in this study highlights its longitudinal nature, it may tend to obscure the fact that much of the longitudinal information was obtained retrospectively through a single personal interview conducted in 1974.[17] Thus, to the extent that responses to questions are influenced by faulty recall, our empirical analyses may suffer somewhat. Moreover, since much of the information referring to different time periods was obtained at the same point in time, it is possible that intervening events may have colored their responses concerning events which took place earlier. Nevertheless, there is considerable evidence from the National Longitudinal Surveys which suggests that similar questions going back even farther in time provide useful and reliable information regarding the labor market

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[16]Herbert S. Parnes, Arvil V. Adams, Paul Andrisani, Andrew I. Kohen, Gilbert Nestel, The Pre-Retirement Years: Five Years in the Work Lives of Middle-Aged Men, IV (Columbus, Ohio: The Ohio State University, Center for Human Resource Research), December 1974; Greg J. Duncan and James N. Morgan (eds.), Five Thousand American Families--Patterns of Economic Progress, III (Ann Arbor, Michigan: Survey Research Center, Institute for Social Research, The University of Michigan), 1975.

[17]Exceptions to this include information gathered from the personnel records maintained by the THS: total affiliation with the THS, number of days worked at THS, average number of days per job, number of jobs, and number of job classifications.

activity of women.[18]

The specific goals of this study precluded assessing the full range of functions performed by the THS industry as a private sector labor market institution. Consequently, our analyses and perceptions are the outgrowth of the scope and research design of this study only, and on no account did we judge aspects of the industry's mode of operation which we did not investigate. Given the "private" nature of these enterprises, it is highly unlikely that these firms are going to make public those private attributes constituting their "competitive edge."

PLAN OF ANALYSIS

Chapter II provides a discussion of some descriptive data concerning the demand and supply of temporary help. Customers of the THS firm are examined in terms of major industrial classifications, number of jobs contracted per firm, and average number of days THS employees are used per customer. The supply of labor affiliated with the THS is then examined on the basis of such demographics as age, marital status, number of children and education. This profile of the THS's labor supply is compared with the local and national female labor force.

Chapter III concerns the reentrants' behavior prior to applying at THS. More specifically, it reports the data addressing the first research question. The type of jobs held and whether the jobs were full-time, part-time, or THS are described by examining the reentrants' prior work histories. Also, a multivariate statistical model is analyzed in an attempt to explain differences in labor force activity.

Chapter IV analyzes why a woman returned to work and concerns itself with the second research question. Multivariate models are analyzed to understand what factors are associated with different reasons.

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[18]Herbert S. Parnes, et al., Dual Careers: Study of Labor Market Experience of Women, Monograph No. 21, Vols. I, II, III (1970), U.S. Department of Labor (Washington, D.C.: U.S. Government Printing Office).

Chapter V addresses the issues raised in the third research question, namely, why a woman selected a THS to return to work.

Chapter VI deals with the time period in which the reentrants were affiliated with THS, i.e., research question four. The actual labor market experiences of the reentrants while at THS are assessed by means of multivariate analysis. Herein we seek not only to ascertain what the experiences were but also to understand the factors associated with more favorable work experiences.

Chapter VII discusses the personal evaluations of the reentrants concerning the value of their THS experiences. This chapter addresses research question five. Multivariate models are analyzed in an attempt to identify factors associated with these evaluations.

Chapter VIII follows the reentrants after leaving THS in an effort to address the sixth research question. Specifically, we seek to examine the influence of the THS experience on the labor force participation of these women subsequent to their departure from THS.

The final chapter, Chapter IX, offers some concluding observations and the implications of our analyses.

II. TEMPORARY HELP SERVICES: INDUSTRY, CUSTOMERS, EMPLOYEES

As background on the origins and operations of the THS industry, this chapter views the role of THS as a Labor Market Institution. It examines the development of the industry and the supply and demand for temporary help services, concluding with an examination of one particular subset of the labor supply--women returning to work through a THS.

TEMPORARY HELP SERVICE (THS): THE INDUSTRY

Temporary Help Service firms (THSs) are defined within the Standard Industrial Classification System as:

> . . . establishments primarily engaged in supplying temporary help, except agricultural, on a contract basis to other businesses. The help supplied is under the direct or general supervision of the business to whom the help is furnished; however, the help is always on the payroll of the supplying establishments.[1]

Although personnel furnished by THS are generally considered its employees, the U.S. Department of Labor in the administration of the Fair Labor Standards Act, defines such individuals as being employed jointly by the supplying firm (THS) and the business to whom the help is furnished (customer). The firm which actually compensates the employees (THS) has primary responsibility for compliance with

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[1]The SIC for Temporary Help Supply Services is 7362. Standard Industrial Classification Manual, Executive Office of the President, Office of Management and Budget (Washington: U.S. Government Printing Office, 1972), p. 304.

the Act,[2] and also with such laws governing workmen's and/or unemployment compensation "unless there is evidence that the customer is using the THS primarily to evade coverage of his own employees."[3]

The idea of "renting" temporary help (at least in the United States) apparently began with Samuel L. Workman in the 1920s.[4] While Workman was employed by a calculating machine manufacturer, he began hiring fellow salesmen to take inventories in the evening; later he recruited women to do calculating work. By the early 1930s he established Workman Diversified Enterprises, sending women out to do typing and other clerical services.

Several other THS firms were also founded prior to World War II but the majority of today's companies were started in the post-war period. Elmer Winter, for example, one of the founders of the largest THS, Manpower, Inc., entered the temporary help field in 1948. Unable to get an important brief typed by the regular secretarial force, he turned to a former secretary who was at home taking care of her young child. The mother adjusted her family responsibilities and succeeded in completing the assignment on time. Discussing the crisis with his partner, Aaron Scheinfeld, led them to conclude that many businesses must experience the same need and that a "temporary help" organization might fill it.

> We investigated all types of businesses and discovered that in most there was a real need for temporary help when employees were on vacation

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[2]U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, "Temporary Help Companies Under the Fair Labor Standards Act," White House Publication 1356, December 1971, p. 3.

[3]Mack Arthur Moore, "The Legal Status of Temporary Help Services," Labor Law Journal (October 1965), p. 663.

[4]Mack Arthur Moore, "The Temporary Help Service Industry: Historical Development, Operation and Scope," Industrial and Labor Relations Review (July 1965), p. 556. Moore also notes that temporary help services may have existed in Europe prior to their development in the United States.

> or sick leave. Accounting firms were always short of help at tax time; insurance companies had peak periods for the typing of policies; banks never had enough people when the time came to calculate interest and dividends. It seemed obvious that as long as such needs existed, an organization to supply temporary or part-time help would be bound to succeed.[5]

Shortly thereafter, Winter and Scheinfeld opened Manpower offices in Milwaukee and Chicago, the forerunners of today's worldwide organization.

The other giant of the industry, Kelly Girl Services, Inc., started in Detroit primarily as a calculating service and began operating as a THS in 1947.[6] Other THS firms came into existence about the same time: Employer's Overload in 1947, Western Girl in 1948, Olsten, Inc. in 1950, and Office Overload in 1951.[7]

The THS industry can be divided into three broad segments: temporary office help firms, temporary technical help firms and temporary industrial help firms. Although some firms specialize in one area, the larger operations offer a full range of temporary help services. Manpower, Inc. has listed as services: office--accountants, bookkeepers, clerical workers, typists, etc.; industrial--drivers, general laborers, maintenance help, machine operators, etc.; data processing--computer programmers, keypunch and verifier operators, system analysts, etc.; technical--designers, draftsmen, technical writers, etc.; salespower--

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[5]Elmer L. Winter, Women at Work (New York: Simon and Schuster, 1967), pp. 13-14.

[6]Mack Arthur Moore, "The Role of Temporary Help Services in the Clerical Labor Market," unpublished doctoral dissertation, University of Wisconsin, 1963, p. 18.

[7]Paul A. Joray, "The Temporary Industrial Labor Service Market in the Chicago and St. Louis Metropolitan Areas," unpublished doctoral dissertation, University of Illinois at Urbana-Champaign, 1972, p. 26.

convention personnel, product demonstrators, survey interviewers, etc.; and medical-dental--medical-dental technicians, nurse's aides, registered nurses, etc. Available also are inventory services, keypunch service bureaus, food service personnel, company relocation services and service station operators.[8] To capture this wide variety a Fortune Magazine article on THS firms noted: "For Rent: Secretaries, Salesmen, Physicists and Human Guinea Pigs."[9]

The intense competition in the industry has resulted in a vast array of specialized job opportunities. As recently noted by Gannon:

> International Temporaries hires clerical employees who are bilingual and places them in organizations where the use of two languages is essential. Mature Temps originally marketed its products by hiring only "responsible" and "mature" workers, that is, 55 years of age or older. Challoner Service, a London agency, operates a bus equipped with telephone, radio and portable typewriters which cruises the financial district and drops off workers at a moment's notice after a call from a business firm.[10]

DEMAND FOR THS SERVICES: CUSTOMERS

A number of factors have contributed to the post-World War II development of the THS industry. Moore cites the increased need for and the resulting scarcity of clerical personnel, the trend toward contracting specialized functions

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[8]Manpower, Inc., "A Guide to Manpower Temporary Help Services," an advertising brochure published by Manpower, Inc., 1972.

[9]Irwin Ross, "For Rent: Secretaries, Salesmen, Physicists, and Human Guinea Pigs," Fortune (October 1968), pp. 164-165.

[10]Martin J. Gannon, "A Profile of the Temporary Help Industry and Its Workers," Monthly Labor Review (May 1974), p. 44.

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to outside firms, higher costs of help hired directly and the entrepreneurial spirit of such pioneers as Workman and Winter.[11] Although the growth of THS firms is due in some degree to the scarcity of clerical personnel, the THS industry is in the paradoxical position of being both helped and hurt by tight labor markets. The shortage of clerical workers results in new customers for the THS as well as greater usage of its services by present customers; however, the THS is limited in the number of personnel it can furnish because, like its customers, it faces a limited supply of labor.

Basically, the demand for THS personnel derives from certain advantages accruing to the customer. Some degree of flexibility in employment is gained through staffing by THS rather than employing permanent workers to fill the requirements of peak operations. Customers use THS employees, for example, mostly to replace full-time employees for temporary periods. A study by the Administrative Management Society reported that close to 40 percent of its member firms used THS help to fill in during periods of illness, vacations or position vacancies.[12] Joray and Hulin later found that almost 60 percent of THS customers used temporary workers in this manner.[13] Firms also tend to rely on temporary help during peak work periods, or for special jobs and projects of a relatively short duration.[14]

Another advantage of staffing through THS is that it frees the customer from responsibility for fringe benefits normally given to permanent employees. Also, as a side

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[11]Moore, "The Temporary Help Service Industry: Historical Development, Operation and Scope," op. cit., p. 569.

[12]"How Offices Use Temporary Help," Office (January 1971), p. 89.

[13]Paul A. Joray and Charles Hulin, "The Temporary Help Industry: Customers, Workers and Firms," unpublished report prepared for the National Association of Temporary Services, August 1974.

[14]"How Offices Use Temporary Help," op. cit., p. 89.

benefit, a firm might subsequently employ a worker who has proven herself while on the THS assignment. While a fee paid to the THS may be necessary to hire this employee, costs savings associated with recruitment, selection and training are often realized.

Table 1[15] presents data on use of THS workers by major industry groups, as well as for all female clerical workers in the Philadelphia SMSA. These data show that firms relying on THS help are in every major Standard Industrial Classification. In terms of the number of jobs, i.e., orders filled by THS firms, manufacturing firms were the highest users with 4.1 jobs per firm. Firms in transportation and public utilities, finance, insurance and real estate ranked just below manufacturing firms as measured by the average number of jobs per firm. Firms within the agriculture, mining and construction category averaged only 1.6 jobs per firm. That this occupies the lowest of any category is not surprising, given the nature of the work performed in their industries.

Another measure of the demand for temporary help services in Table 1 is length of the job--i.e., the average number of days worked per job. Again, manufacturing industries--with an average of 6.8 days per job--are the heaviest users of THS help. On the other hand, transportation and public utilities use THS help for an average of 3.6 days.

Of all orders filled by THS firms, more than 60 percent come from the manufacturing and service industries. At the other extreme, agriculture/mining/construction and public administration together account for less than 3 percent of THS orders.

Due to the difference in length of jobs, the usage distribution changes somewhat when based on the percentage of total days worked by THS employees in the various

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[15]Data were derived from the application forms of all of the reference population who worked for the THS firm during 1972 and 1973. The employment records of these women included the name of each customer to whom she was assigned.

TABLE 1. DISTRIBUTION OF FEMALE CLERICAL WORKERS BY INDUSTRY IN PHILADELPHIA SMSA AND USE OF TEMPORARY HELP SERVICES BY THESE INDUSTRIES, 1972-1973[a]

SIC Division	Average Number Jobs/Firm	Average Number Days/Job	Percent of Total Jobs	Percent of Total Days	Percent Distribution Phila. SMSA Female Clerical & Kindred Employees - 1970[b]
Agriculture, Mining & Construction	1.6	6.1	1.1	1.1	1.9
Manufacturing	4.1	6.8	32.0	38.6	19.2
Transportation & Public Utilities	3.9	3.6	6.0	3.8	7.2
Trade	2.6	5.1	6.3	5.6	19.6
Finance, Insurance & Real Estate	4.0	6.7	12.6	14.9	15.9
Service	3.3	4.5	30.4	24.3	27.2
Public Administration	2.6	5.9	1.4	1.5	8.8
N/A (Classification Not Available)	2.3	5.5	10.4	10.1	-
TOTAL			100.2[c]	99.9[c]	99.8[c]

[a]Source: See Footnote 15, p. 26. SICs were obtained primarily through local business directories. Firms not readily identified or with insufficient titles to permit identification are included in the N/A (Classification Not Available) category.

[b]U.S. Bureau of the Census, Census of Population: 1970 Detailed Characteristics, Pennsylvania, Final Report PC (1)-D40, pp. 1245-1252.

[c]Columns do not add to 100 percent due to rounding.

industrial categories. Manufacturing firms again rank highest with almost 39 percent, while the service industry having a lower average number of days per job accounts for 24.3 percent of the total days used.

Table 1 also presents female clerical and kindred employees in the Philadelphia SMSA by industry. The greatest employer of female clerical labor is the service industry (27 percent), a percent comparable to THS use by this industry. Female clerical employment in finance/insurance/real estate is also comparable to THS usage. However, manufacturing firms account for only 19 percent of the female clerical force in the Philadelphia SMSA, but use some 39 percent of the total demand for THS help (based on total days). On the other hand, trade (wholesale and retail) has close to 20 percent of the female clerical employment, but uses less than 6 percent of THS work days. In wholesale and retail trade, the need for temporary help on a seasonal basis is more predictable. It may well be these employers maintain a relatively permanent staff whose workloads can be scheduled to even out the peaks and troughs of sales. On the other hand, firms in this industry are accustomed to hiring temporary sales help directly and if they need temporary clerical help, they may hire directly.

SUPPLY OF THS LABOR: EMPLOYEES

A temporary help firm requires little in the way of capital investment, maintaining no physical inventories and selling a service rather than a product. Its major asset is a stock of human resources. A key element in its operation is the ability of a THS to continuously attract qualified workers. This need has existed since the industry began. Manpower, Inc.'s first advertisement, WOMEN--WORK WHEN YOU WANT--AS LONG AS YOU WANT--WHENEVER YOU WANT,[16] brought a flood of applicants and was designed in large measure to entice women to reenter the work force. For women who cannot or do not wish to work at regular employment, such an arrangement may be just the opportunity they seek.

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[16]Ross, op. cit., p. 166.

In addition to the effect of marketing efforts designed to attract potential reentrants, increasing numbers of women have come into temporary help services in conjunction with the trend toward higher female labor force participation rates over the past several decades. Before focusing exclusively on reentrants, the primary concern of this study, an overall view of the supply of THS help can be derived from the information provided on the application forms of our entire random sample of 4,129 THS applicants.[17]

The THS Applicant. Table 2 presents the age distribution of applicants for temporary help employment between 1967 and 1973. During this time, the largest number of women were between 20 and 24 years of age, accounting for about 32 percent of all applicants. The second largest group were women between 25 and 34, who constituted close to 21 percent of the applicants. The yearly data indicate a strong trend toward a younger THS applicant. In 1967 the dominant age group was between 35 and 44, although none of the other age categories (up to age 55) were more than 10 percentage points below this category. In 1973 women aged 20 to 24 constituted the highest percentage of applicants (about 37 percent); the remaining age categories (up to 55) ranged from 14 to 29 percentage points below this figure. The most significant decrease over the 7-year period occurred among women between 35 and 54. While in 1967 they accounted for almost 38 percent of the applicants, by 1973 women 35-54 were less than 18 percent of the females applying to the THS. Women 24 years of age and younger now constitute over half of THS applicants.

The marital status of THS applicants between 1967 and 1973 is also presented in Table 2. On the basis of averages calculated for this period, single and married women were equally represented, each accounting for about 43 percent of total applicants. As shown above, there has been a marked increase in the number of younger applicants. Consequently, in 1967 married women outnumbered single applicants by about 2 to 1 (58 percent vs. 28 percent); in 1973 the percentages were almost reversed (33 percent vs. 56 percent). The participation in THS of women in other marital categories--

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[17]See Chapter I for a discussion of the sample.

TABLE 2. PERCENT DISTRIBUTION OF THE APPLICANTS BY YEAR OF APPLICATION, 1967-1973, ON BASIS OF AGE AND MARITAL STATUS

Age at Application	Year of Application							Average
	1967	1968	1969	1970	1971	1972	1973	1967-73
16 to 19	15.2	14.1	14.7	15.2	17.7	15.2	19.3	16.0
20 to 24	22.4	26.8	31.7	35.1	34.7	35.9	36.8	31.9
25 to 34	18.6	20.5	20.7	16.9	20.0	22.9	22.9	20.7
35 to 44	24.0	17.7	15.0	14.6	12.9	8.0	9.5	14.3
45 to 54	14.0	15.7	13.0	14.6	9.8	13.0	8.0	12.5
55 to 64	4.7	4.7	4.4	2.5	4.2	3.6	2.8	3.9
65+	1.3	.5	.5	1.0	.6	1.4	.7	.9
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
N	559	616	546	396	479	660	685	3941

Marital Status	Year of Application							Average
	1967	1968	1969	1970	1971	1972	1973	1967-73
Single	28.0	37.4	43.1	41.5	45.2	50.5	56.2	43.7
Married	57.6	47.9	44.8	46.1	42.3	34.6	33.2	43.1
Separated	5.7	5.0	3.5	4.3	4.0	7.0	5.0	5.1
Divorced	4.7	5.4	5.2	4.6	5.9	3.5	3.7	4.6
Widowed	3.9	4.3	3.5	3.5	2.7	4.4	1.9	3.5
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
N	557	626	543	395	478	683	696	3978

separated, divorced and widowed--decreased during the seven years.

THS applicants can also be compared to the national and local female labor force in terms of several demographic characteristics. A comparison of the three groups on the basis of age, marital status, age of children, and educational attainment is shown in Table 3. Of the national female labor force, women in the "25 to 44 years" age group comprise 35 percent of the total force, comparable to the percentages shown for the Philadelphia SMSA and for THS applicants. For the other two age categories, the percentages are almost reversed: women under 25 years of age dominate the THS force (almost 48 percent), while workers 45 years of age and over comprise the largest segments of both the national and Philadelphia labor forces. It appears that older women who have fewer home responsibilities are more likely to accept direct employment (full or part-time) than go to a THS firm.

Because most THS employees work in clerical positions, THS applicants can be compared also to the female "clerical and kindred workers" in the Philadelphia area. Clerical workers in the Philadelphia SMSA are almost equally distributed among the under 25, 25-44, and 45 and over age categories, i.e., each constitutes about 33 percent.[18] On the other hand, only 23 percent of the Philadelphia female civilian labor force is 24 years of age or under (Table 3). Clerical workers are typically a younger group than women workers in general. This partially explains the high rate in the 24 and under age category of THS applicants, the vast majority of whom work in clerical occupations.

In terms of marital status, Table 3 also indicates that the percentage of single THS applicants (44 percent) is well above that shown for the Philadelphia SMSA (28 percent) and is double the national figure (22 percent). The high percentage of single THS women is correspondingly reflected in the two remaining categories--married and separated, divorced or widowed--which are both below the national and Philadelphia SMSA figures.

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[18]U.S. Bureau of the Census, Census of Population: 1970 Detailed Characteristics, Final Report PC (1)-D40, Pennsylvania, p. 1109.

TABLE 3. PERCENT DISTRIBUTION OF THS APPLICANTS COMPARED TO THE NATIONAL AND PHILADELPHIA SMSA FEMALE LABOR FORCES, ON THE BASIS OF AGE, MARITAL STATUS, NUMBER OF CHILDREN, AND EDUCATION

	National Female Labor Force (1970)	Phila. SMSA Female Labor Force (1970)	THS Applicants (Avg. 1967-73)
AGE			
Under 25	25.7[a]	23.2[b]	47.9
25 to 44	37.0	35.3	35.0
45 and over	37.2	41.4	17.3
MARITAL STATUS			
Single	22.3[c]	28.0[d]	43.7
Married	58.8	50.5	43.1
Separated, Divorced or Widowed	18.9	21.4	13.2
CHILDREN			
No Children under 18	44.5[e]	50.5[d]	38.4
With Children under 6	21.3	15.8	22.7
With Children 6-17 years of age only	34.2	33.7	38.9
EDUCATION			
Less than 12 years	30.6[f]	17.1[g]	6.4
12 Years	45.5	68.9	48.9
More than 12 years	23.9	14.0	44.6

[a]Manpower Report of the President, 1974, Table A-3, p. 255.

[b]U.S. Bureau of the Census, Census of Population: 1970 Detailed Characteristics, Pennsylvania, Final Report PC (1)-D40, p. 1109.

[c]Manpower, op. cit., Table B-1, pp. 287-288.

[d]1970 Detailed Characteristics, Pennsylvania, op. cit., Table 165, p. 907.

[e]Manpower, op. cit., Table B-4, p. 291.

[f]Manpower, op. cit., Table B-9, p. 300.

[g]Data are for female clerical workers, State of Pennsylvania, 1970 Detailed Characteristics, op. cit., p. 1186.

Being younger on the average, it is not unexpected that THS applicants are generally better educated than either the Pennsylvania female clerical labor force or that of the nation as shown in Table 3. What is surprising is the degree to which they exceed the state and national labor force in educational attainment, being one-third to one-fifth less likely to be a high school dropout and two to three times more likely to have had some college training. Over 44 percent of the applicants have completed more than 12 years of school, while comparable data for Pennsylvania female workers show that only 14 percent have more than a high school degree and that only 24 percent of the national female labor force have more than 12 years of schooling.

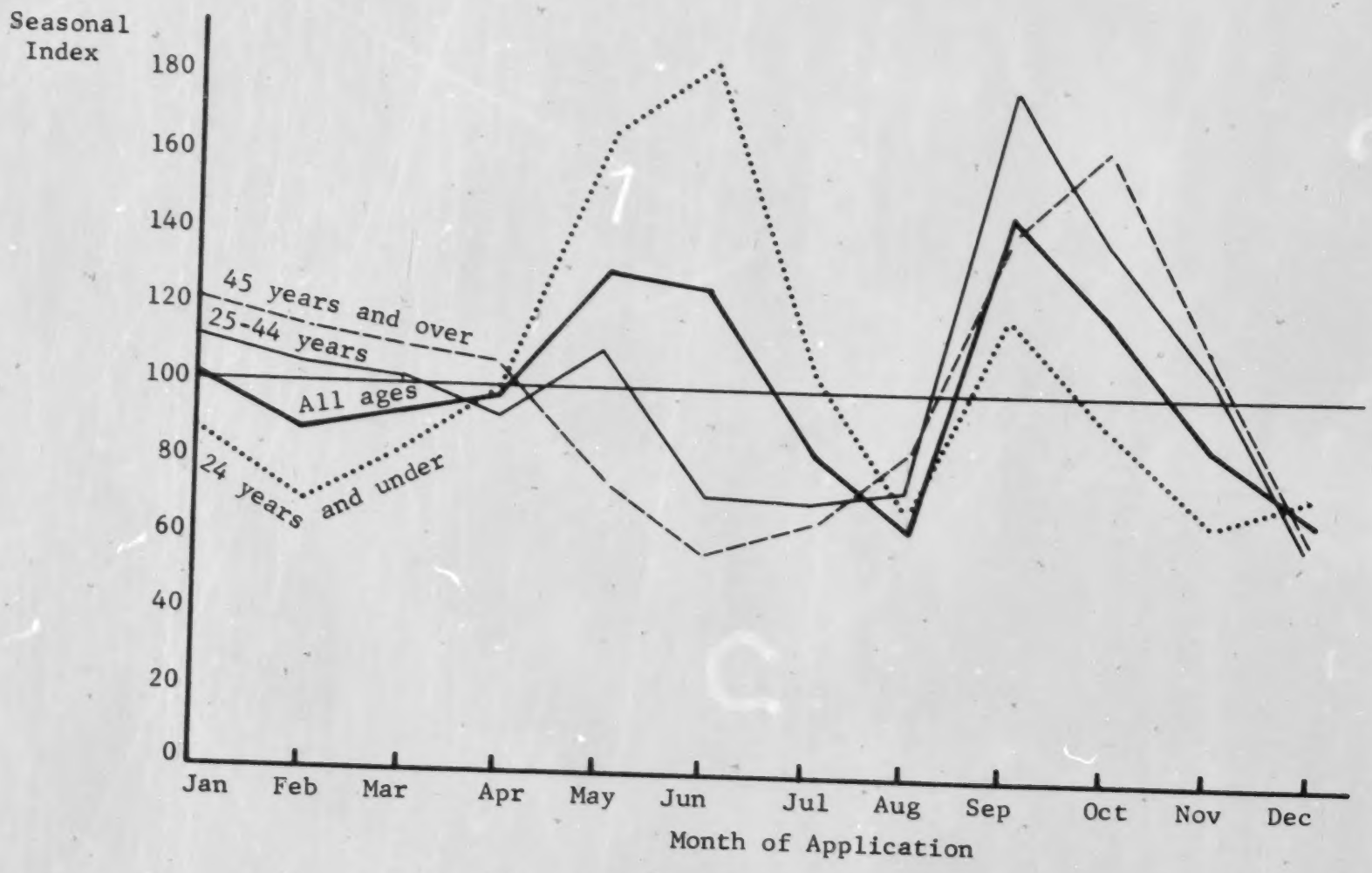
Although not shown in the table, among THS women 24 years of age or younger, approximately 60 percent have had some college education, and over 20 percent have an associate degree or more. In contrast, only 30 percent of THS applicants 45 years of age and over have ever attended college.

Although comparatively younger, THS applicants are more likely to have children than either the women in the national labor force or those in the Philadelphia SMSA force (Table 3). Moreover, with respect to the ages of the children, almost 23 percent of the THS women had children under six years of age, comparable to the national figure, but well above the Philadelphia data.

In respect to when women apply for employment, Figure 2 presents a diagram of the seasonal indices of THS applications. Two peak periods for application are apparent--early fall and late spring. September and October applications are, respectively, 43 and 18 percent above the year's average, doubtless reflecting the return of women to work as their children resume school. The May and June figures most likely show the impact of the termination of school/graduation on THS applications. Similarly, the July-August indices are low, reflecting family and school vacations and the assumption of greater responsibility for children by mothers.

Somewhat surprisingly, the low point in applications occurs during December. One might have hypothesized that the pre-Christmas holiday period would bring a flood of applicants seeking to earn additional income. Yet, given the nature of the pre-holiday demand for additional help

FIGURE 2. SEASONAL INDEX OF THE APPLICANTS BY AGE[a]



[a]Data were aggregated over the 1967-1973 period.

(primarily in wholesale and retail firms), it is probable that most women bypass THS and seek employment directly. Further support for this line of thought was shown in Table 1, where the demand for THS employees by wholesale and retail firms was relatively low, as compared to female employment in such firms.

Figure 2 also presents the seasonal indices by age groups. For the youngest age group (24 years and under), applications peak during May and June, indicating a high number of applicants are coming directly from school. For both older groups (25 through 44 and 45 and over), however, applications are at their highest levels during the months of September and October when school reopens. Hence, on the basis of age, there appears to be two distinct groups who rely on THS: older women who are probably married and who tend to remain home in the summer and younger, probably single women who seek employment when school is out.

The THS Reentrant.[19] The major concern of this research is women who return to work via a THS. Based on the definition of a reentrant used in this study, approximately one-fifth of the 4,129 women profiled above were reentering the labor force at the time of their application at THS; thus, reentrants constitute a significant component of the THS labor supply. Since industry sources estimate that for the nation as a whole, 1.5 million women per year apply for jobs through THSs, it is possible that 300,000 women a year return to work through the THS industry. From the sample of 492 reentrants who were personally interviewed in the field, the following socioeconomic characteristics are presented.

The typical THS reentrant interviewed was 42 years old and married with two children, the youngest of which was ten years old. As such, she was somewhat similar to her Canadian counterpart profiled by Bell. In Bell's study, the typical reentrant was 41 years old and married with three children, the youngest again being ten years old.[20] Since many women

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[19]See Chapter I for the definition of reentrant and procedures utilized to develop this sample.

[20]Linda Bell, Women Returning to the Labor Force: A First Report (Toronto, Canada: Ontario Department of Labor, Women's Bureau Careers Centre, 1969).

who return to work prefer part-time or temporary work, it is not surprising that 81.5 percent of the reentrants applying to THS had children,[21] or that 29.3 percent had children under six years of age.

The vast majority (91.4 percent) of the respondents had completed high school, 21.1 percent having attended college (see Table 4), and 7.3 percent having completed four years of college. These findings are consistent with Bell's[22] and show that the THS reentrants in this study were better educated than the average female clerical worker in Pennsylvania.[23] Nonetheless, being somewhat older than the average THS applicant, reentrants were less than half as likely as the typical THS applicant to have attended college (Table 3). In comparison to the female labor force of the nation, however, reentrants were virtually identical to the national average in terms of college attendance, but considerably more likely to have completed high school (91.4 percent vs. 69.4 percent).

In addition to being well educated on the average, 155 (31.5 percent) of the reentrants reported they had attended at least one clerical program outside their formal education (respondents were asked to list up to three such courses). Table 5 shows the distribution of enrollment in several types of training programs. In addition to clerical programs, the respondents also listed managerial programs and training leading to licenses or certificates in other vocational areas (i.e., beauty school, LPN, etc.). Significantly, 41.3 percent had sought some form of career training outside of high school or college.

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[21]In marked contrast, only 55.5 percent of all married female labor force participants have children. See Manpower Report of the President, transmitted to Congress in April 1974 (Washington, D.C.: U.S. Government Printing Office), Table B-4, p. 291.

[22]Bell, op. cit., p. 8.

[23]See Table 3, p. 32.

TABLE 4. NUMBER AND PERCENT OF REENTRANTS BY HIGHEST YEARS OF SCHOOL COMPLETED

Highest Year of School Completed	Number	Percent
Less than 10 years	13	2.6
10 - 11 years	29	5.8
12 Years	345	70.3
13 - 15 years	68	13.8
16 Years or more	36	7.3
TOTAL	491	99.8

TABLE 5. NUMBER AND PERCENT OF REENTRANTS WITH CLERICAL RELATED TRAINING BY TYPE OF TRAINING

Type of Clerical Related Training	Number[a]	Percent of Women Reporting This Type Training
General, Commercial, Business Course	58	11.8
Shorthand	47	9.6
Typing	44	8.9
Keypunch	21	4.3
Bookkeeping, Accounting	18	3.7
Office Machines	16	3.3
Stenotype	6	1.2
PBX, Switchboard	5	1.0
Special Typing	4	.8
General Office/Filing	2	.4
TOTAL	221	

[a]Number of times mentioned (reentrant could indicate a maximum of three types of training).

Although respondents followed different education-training paths, eventually they all sought positions through THS. Of interest are the specific clerical skills the respondents claimed they had when they applied at the THS.

Of the 82.7 percent who claimed during the field interview that they had a manual skill at the time of application, 78.3 percent actually took a test; of 76.3 percent who claimed they had an academic skill, 75.2 percent were given at least one test in this classification.[24] Table 6 presents the distribution of test scores obtained by women who took at least one test in either a manual or academic area. Of the 385 women, 74.5 percent scored average or above on at least one manual test, indicating that slightly more than one-half of all reentrants (58.3 percent) possessed one readily marketable manual skill.

TABLE 6. NUMBER AND PERCENT OF REENTRANTS ON BASIS OF HIGHEST MANUAL AND ACADEMIC TEST SCORES

Score	Manual Scores		Nat'l	Academic Scores		Nat'l
	Number	Percent[a]	Norm	Number	Percent[a]	Norm
High	44	11.4	10.0	271	73.2	10.0
Above Average	134	34.8	20.0	64	17.3	20.0
Average	109	28.3	40.0	30	8.1	40.0
Below Average	56	14.5	20.0	2	.5	20.0
Low	42	10.9	10.0	3	.8	10.0
TOTAL	385	99.9	100.0	370	99.9	100.0

[a]Columns may not add to 100 percent due to rounding.

[24]The raw scores from nationally standardized tests were converted to qualitative measures along a five-point scale: (1) high, (2) above average, (3) average, (4) below average, and (5) low. The tests are classified as measuring manual skills (electric, statistical or manual typing; also, stenography, adding machine, calculator/comptometer, bookkeeping, and keypunch), or academic abilities associated with clerical occupations (number accuracy, word sequence, spelling, arithmetic, vocabulary).

Since the THS reentrants were women who had not worked for six months or more and since over one-third had not worked for five years before going to a THS, it is interesting that they did not score disproportionately below average. Analysis of academic test scores also indicates that reentrants scored superior to the national norm (see Table 6), even though the THS reentrants were older and had been out of school longer. In sum, the THS reentrants in this study appear to be better educated than the average clerical worker in the nation.

SUMMARY AND CONCLUSIONS

Today, the THS industry employs approximately 1.5 million women per year, of whom an estimated 300,000 are returning to work. With offices in all of the nation's major labor markets, the industry's numerous portals are open to women who want temporary work. Because its employees are given greater freedom to select where and when they work, and because THS customers are able to rely on it to provide personnel on short-term notice and for varying durations of time, the THS constitutes a unique labor market institution.

We found that the THS customers are representative of all segments of the economy, but manufacturing and service industries rely more on THS firms than do other employers in either the public or private sector. Compared to other industries, retail and wholesale trade tend not to rely on THS for its clerical needs. Yet, firms in the trade sector directly hire a large number of temporary sales personnel, especially during peak sales periods such as Christmas. Most seasonal sales peaks and troughs are highly predictable and perhaps efficient management procedures enable tradesmen to schedule a permanent clerical staff with changed tasks prompted by variations in sales. Another possible explanation may be that the trade industry has a mechanism for hiring temporary sales personnel which they use to hire temporary clerical employees. This common and widely known search for temporary sales help during the Christmas season may also explain why there is a decline in THS applicants at the end of the year. The THS finds it difficult to compete for employees who can find temporary work on their own.

Although THS customers may utilize a THS employee for an indefinite period of time, most assignments are of short duration, averaging five or six days. The short duration of the average THS job suggests that most customers use THS clerical help for routine tasks which require little or no training in company procedures.

In examining the women who use a THS, it appears that there are two distinct populations. One is a younger, single population, which typically applies in May and June directly from school. These women seem to be using THS primarily as a means to obtain summer employment during school recess. The second population is older, married with children, and is most likely to apply in September or October when children return to school. Both groups tend to be better educated than the general female labor supply.

Women who did use THS to return to work were typically married, 42 years of age and had two children. Over 90 percent had attended high school and over one-fifth had attended college, although less than this number completed college. On the basis of scores received from tests administered by THS, most reentrants scored above average. Similar to the THS population as a whole, it seemsthat reentrants could have found employment had they interacted with employers directly; they selected a THS because they preferred temporary employment and they thought a THS would permit them to reconcile working with other obligations, preferences and needs. In the absence of other labor market institutions which can provide women this flexibility, overqualified women may rely on THS, recognizing the cost attendant to flexibility is underemployment.

The remaining chapters in this study will focus on these women who reenter the labor market through a THS. We shall explore why they return to work, and why they choose a THS. Further, we shall examine what happens to them at THS and whether their needs were met. Finally, their post-THS work experience will be analyzed to see what effect the THS experience has on their labor market behavior. Before doing this, however, we focus on their pre-THS labor market experience.

III. REENTRANTS' WORK EXPERIENCE IN THE PRE-THS PERIOD

This study principally assesses the interrelationship of women with a THS. However, since their prior labor market experiences affect this interrelationship, herein we will view these experiences during the five-year pre-THS period.

REENTRANT'S PRE-THS LABOR MARKET EXPERIENCE

Percent Time Worked. The primary measure used to analyze the reentrants' pre-THS labor market activities is the percent of time they worked during the five-year period preceding their application to the THS.[1]

Based on this measure, the data in Table 7 indicate that 37.8 percent of the women worked less than 10 percent of the time. Approximately 58 percent worked less than half the time. These data are indicative of the rather limited work experience of most reentrants during the five-year period prior to their applying at THS.

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[1]Starting with the date of application at THS, each respondent was asked about her labor force activity during the preceding five years (or since she graduated from high school if she was still in school during the five-year period). Since the youngest reentrant interviewed was 22 years old at the time of her application, few work histories covered a period of less than five years. If a woman was employed on a job which started before the five-year cut-off date, the work history covered a period exceeding five years. The presence and age of children was reflective of their status when the women applied. Hence, two years were subtracted from each child's age to obtain a better estimate of the woman's family responsibilities during the five-year period prior to applying.

TABLE 7. NUMBER AND PERCENT OF REENTRANTS, AND PERCENT TIME WORKED DURING FIVE-YEAR PERIOD PRIOR TO APPLYING AT THS

Percent Time Worked	Number of Women	Percent of Women
0 - 9	186	37.8
10 - 19	28	5.7
20 - 29	22	4.5
30 - 39	32	6.5
40 - 49	19	3.9
50 - 59	24	4.9
60 - 69	27	5.5
70 - 79	24	4.9
80 - 89	40	8.1
90[a]	90	18.3
TOTAL	492	99.1[b]

[a]Since all respondents were out of the labor force at least six months, and since the pre-THS work history covered a period of five years, the maximum amount of time one could have worked was 90 percent.

[b]Column does not add to 100 percent due to rounding.

To determine why some women worked more than others in the pre-THS period, we performed a multiple classification analysis. Prior research findings suggested that a woman's labor market experience may be a function of her age, her marital status and the presence and age of children. Moreover, the greater her ability (investment in human capital), the more likely she is to work. This is accounted for in this model by relying on three factors: a reentrant's curriculum-training, the highest year of school completed and test scores. To capture differences in the demand for labor, which may influence a woman's decision to work, the year

a woman applied[2] at THS is incorporated in the model.[3]

As noted in the Introduction, we deemed it appropriate to use the Multiple Classification Analysis (MCA) to analyze the models constructed to answer the six research questions. Table 8 displays not only the results of this multivariate technique, but also cross-tabular or bivariate relationships. Since Table 8 is a prototype of the format used in the remainder of the study, it is advisable to explain in some detail how this table was constructed and how it can be interpreted.

As is readily observable in Table 8, the dependent variable in the model is clearly defined in the table's heading: Percent time worked prior to application at THS. Given that all women in our sample did not work the same amount of time, we are interested in knowing what factors explain these differences. The column labeled "explanatory variables" lists the factors (independent variables) which might influence a woman's decision to work. Below the generic title of each explanatory variable is a listing of the mutually exclusive categories into which the broad-titled

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[2]Although the year a woman applied is included as an explanatory variable in this and all subsequent models, it serves different purposes. In this model it is meant to capture different demand conditions during the five-year period prior to application. Since reentrants could have applied any one of seven years, 1967 to 1973, the five-year period pre-THS did not encompass the same years for each woman in our sample. Since all women worked in the same local labor market, the Philadelphia SMSA, and since all were competing for clerical-type jobs, it is unlikely that differences in demand conditions across local labor markets or among occupations or industries seriously influenced the work experience of women in our sample. Moreover, given that all members of the sample are women, differences in demand conditions attributable to sex, i.e., sex discrimination against females, are no more likely to affect one woman than another.

[3]See Appendix C for the source, measurement and reasons why these explanatory variables are included in the model.

TABLE 8. RESULTS OF MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN PERCENT TIME WORKED PRIOR TO APPLICATION AT THS

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	478	40.1		40.1	
R^2	.21				7.2**
AGE			18.6**		5.9**
22-29	110	57.2		50.1	
30-44	221	30.6		37.3	
45 and above	147	41.6		36.8	
MARITAL STATUS			13.3**		3.6*
Married	387	36.0		38.6	
Separated, Divorced Widowed	48	52.3		52.8	
Single	43	63.9		39.9	
CHILDREN			55.6**		48.6**
No Children under 18[d]	151	64.4		61.8	
At Least One Child less than 6	136	23.7		22.8	
Children but none less than 6	191	32.6		35.3	
CURRICULUM-TRAINING			1.0		2.1
Commercial	330	38.5		40.0	
Commercial to Academic	25	44.2		35.2	
Academic	68	40.3		34.9	
Academic to Commerical	55	47.7		49.6	
EDUCATION			2.1		.1
Less than 12	40	48.9		41.6	
12 Years of School	337	37.9		40.3	
More than 12	101	44.0		39.0	

(Continued on next page)

TABLE 8 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			1.5		1.7
Above Average	172	43.2		43.2	
Average	105	36.6		34.0	
Below Average	95	34.8		38.8	
Did not Take Manual Test(s)	106	43.3		42.4	
YEAR OF APPLICATION			1.7		.4
1967	80	31.6		36.6	
1968	71	36.2		38.3	
1969	81	40.8		41.5	
1970	54	36.6		39.4	
1971	47	43.4		44.5	
1972	58	49.4		42.3	
1973	87	44.7		40.1	

*$p < .05$.

**$p < .01$.

[a]Fourteen cases are deleted from the analysis because of missing data.

[b]The unadjusted means presented in the tables can be used to analyze the bivariate relationship between each explanatory variable and the dependent variable. These unadjusted means are simply descriptive statistics which allow us to present the average value of the dependent variable for each classification of the explanatory variable.

[c]The adjusted means presented in the tables can be used to analyze the multivariate relationship between the explanatory variables and the dependent variable. The mean of the dependent variable in each classification is adjusted for the effects of all other variables in the model. In this model we control for age, marital status, children, curriculum-training, education, highest manual-clerical score and year of application.

[d]In this and subsequent chapters the category will be referred to as "no children."

or explanatory variable has been divided. The first explanatory variable in Table 8, for example, is labeled "age," which will be analyzed on the bases of three mutually exclusive categories: 22-29, 30-44, and 45 and above.

The column designated "number of cases" includes the total number of cases in the model and the number of cases in each mutually exclusive category. We interviewed 492 reentrants, but the first entry under this column in Table 8 indicates that we are analyzing the pre-THS work experience of 478 women. In this particular model it was necessary to delete 14 cases because information associated with at least one explanatory variable was missing. Because the total number of cases in the first model is 478, the total number of women in all categories for each generically labeled explanatory variable must equal the total number of cases in the model.

The last two columns are labeled "unadjusted data" and "adjusted data" and under each we find "mean" and "F-ratio." The first entry under "mean" tells us that the women worked an average of 40.1 percent of the time during the five-year period prior to applying at THS. The simple cross tabular or bivariate results indicate that age is statistically significant and that women aged 22-29 worked more than any other age group. This F-ratio is the same statistic obtained by a classical one-way analysis of variance. Essentially it answers the question: does this explanatory variable, namely, a woman's age, explain a significant portion of the variance of the dependent variable? Although the "unadjusted" results permit us to assess the importance of age regarding a reentrant's pre-THS labor market experience, the interpretation of the gross effect will be misleading if the intercorrelations of other variables have not been taken into account, e.g., the apparent power of the age variable might be attributable to a woman's marital status, which is correlated to age. The last column, namely, the one labeled "adjusted data," reports the results of the effects of other explanatory variables. When other variables in the model are controlled for, age is still significant and younger women are represented as working more than those in other age groups. This F-ratio tests the significance of a variable after controlling for all other variables in the model. Essentially it answers the question: does this explanatory variable explain a significant portion of the

variance of the dependent variable after the effects of the other variables in the model have been removed? When we compare the results of the bivariate (gross effect) with the multivariate (net effect) we note, however, the decline in the amount of time younger women on average worked. Hence, we can compare the results with the grand mean (40.1 percent) or compare the "unadjusted" with the "adjusted" results. In the example we selected, namely, the age variable, we note that it is significant when both its gross and net effects are taken into account, but it is possible that a particular variable in other models will be significant at the unadjusted level and nonsignificant when adjusted. Throughout our analyses of the remaining models, we will focus first on the significant "unadjusted" or bivariate results and then proceed to analyze the "adjusted" or multivariate ones.

The second entry in the first column is labeled R^2. Always a percentage (.21 in Table 8), it is indicative of the degree to which the independent variables explain the variance in the dependent variable. The higher the R^2, the greater the explanatory power of the independent variables.

The mean time worked by all women was 40.1 percent (Table 8). Women aged 22-29, however, worked 57.2 percent of the time during the five-year period prior to applying at THS. Not only did the youngest group work approximately 17 percentage points more than the grand mean, they also worked about 27 percentage points more than women aged 30-44, and 16 percentage points more than women 45-54. These differences, moreover, are highly significant in statistical terms, as are the differences with respect to marital status and the presence and age of children.

With reference to the marital status factor, our data indicate that the pre-THS work experience of single women was about 12 percentage points greater than that of separated, divorced or widowed women (once married) and nearly 28 percentage points above that of married women. Women without children worked approximately 64 percent of the time prior to applying at THS, while women with older children worked one-third of the time. Those with at least one child younger than age 6 averaged the least work experience (23.7 percent). The difference (more than 40 percentage points) between women without children and women with young children is

clearly the largest of any observed in Table 8. Thus, on the basis of the unadjusted means, it appears that the youngest women, single women, and especially women without children worked more during the pre-THS period than did any other groups.

The use of the Multiple Classification Analysis (MCA) makes it possible to ascertain whether the patterns noted above still prevail when all other variables in the model are statistically controlled for. In this model the same variables--age, marital status, and the presence and age of children--are also significant when the data are adjusted for the effects of other variables. However, while age differences and marital status differences diminish considerably when statistical controls are applied, the presence and age of children remains as powerful a predictor of pre-THS work experience as in the bivariate analysis. Other things equal, women with children less than 6 years of age worked 40 percentage points less than women without children. This evidence clearly establishes the presence and age of children as the most important factors influencing the pre-THS work experience of reentrant women in our sample.

Apart from these patterns which emerge from the unadjusted and adjusted data, unexpected implications also arise when some nonsignificant factors are considered. In both the unadjusted and adjusted data, for example, women with more education did not work more than those with less education. These data run counter to the well established relationship between investment in human capital and work experience. It is possible that our results are attributable to the homogeneity of our sample, and to the fact that we are examining the effect of human capital <u>within</u> rather than <u>across</u> occupations. Also, it is possible that clerically-related skills improve more from on-the-job experience than from formal education.

In keeping with other research findings, we conclude that family-related obligations tended to influence the reentrants' work experience prior to applying at a THS. This conclusion received further support from another data source. All respondents unemployed six months or more during the five-year period prior to applying were asked why they were not working during each period. Responses pertaining to family responsibilities were mentioned nearly

70 percent of the time as reasons why women absented themselves from the work force.[4]

Number and Type of Jobs Held. The more often a woman chose market work over housework or leisure, the greater was her opportunity to learn about the effect work had on her family or, in cases of women without families, on her personal life. This does not imply that by holding diverse jobs a woman was actually able to reconcile work with her other obligations. Rather, it means that the more numerous her work-related experiences, the greater was the feedback on what work implied for her. Only after actually working can women experience the trade-offs and adjustments that have to be made to reconcile market work, leisure and housework.

When THS jobs are excluded from the analysis, the data for our sample indicate that 37.2 percent of the reentrants never held a job during the five-year period prior to applying at the THS (see Table 9). Of those who did work, only 27 percent held more than one job, and most of these held only two jobs.

Differentiating the jobs according to full-time, part-time or THS, 46.6 percent worked full time only; 19.4 percent worked part time only, and 4.6 percent held THS jobs only (see Table 10). Thus, 70.6 percent of the women who worked held only one type of job. This indicates that prior to applying at the THS, reentrants did not have multiple job experiences and were probably somewhat limited in learning experientially what an affirmative decision to work implies regarding nonwork adjustments.

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[4]Since respondents could give more than one reason for each six-month period, the reasons provided by the reentrants were tabulated on the basis of number of times they were mentioned. The similarity between these results and the MCA is encouraging, because retrospective longitudinal studies such as this often ask respondents to recall events well after they have taken place. The data used in the MCA, however, were less dependent upon recall.

TABLE 9. NUMBER AND PERCENT OF FULL- OR PART-TIME JOBS HELD BY REENTRANTS IN FIVE-YEAR PERIOD PRIOR TO APPLICATION (EXCLUDING THS JOBS)[a]

Number of Full- or Part-Time Jobs	Number of Reentrants	Percent of Reentrants
None	183	37.2
1	176	35.8
2	78	15.9
3	32	6.5
4	16	3.2
5 or more	7	1.4
TOTAL	492	100.0

[a]Full-time jobs are those where the women worked 35 hours a week or more and part-time are those where the women worked 34 hours a week or less. THS jobs are excluded due to difficulty in ascertaining the exact number of jobs through the field interview.

TABLE 10. PERCENT DISTRIBUTION OF WOMEN WHO HELD JOBS ON BASIS OF WHETHER JOB WAS FULL-TIME, PART-TIME, OR REFERRED THROUGH THS DURING FIVE-YEAR PERIOD PRIOR TO APPLICATION

Types of Jobs Held	Percent of Women Who Worked	Percent of All Respondents
HELD SOME FULL-TIME JOBS		
Held full-time jobs only	46.6	30.7
Held full-time and part-time jobs	9.3	6.1
Held full-time and THS jobs	12.9	8.5
Held full-time, part-time & THS jobs	3.6	2.4
NEVER HELD A FULL-TIME JOB		
Held part-time jobs only	19.4	12.8
Held THS jobs only	4.6	3.0
Held part-time and THS jobs	3.3	2.2
NEVER WORKED PRE-THS		34.1[a]
TOTAL	99.7[b]	99.8[b]

[a]The difference between "never worked" in Table 10 and "no jobs" in Table 9 is that women who worked only at the THS were excluded from Table 9.

[b]Column does not add to 100 percent due to rounding.

SUMMARY

By focusing on the percent of time a reentrant worked, we found that most women had limited work experience during the five years prior to applying at THS. Reasons associated with household and family responsibilities were the primary factors influencing a woman's decision to refrain from work. A greater proportion of the reentrants are married, yet among all THS applicants we find the proportion of single women almost equal to married. Given that a woman chooses a THS, it can be hypothesized that many reentrants select this institutional arrangement because it better enables them to reconcile the demands of work with family-related responsibilities. Compared to female labor force participants residing in the Philadelphia SMSA, we find a greater proportion of married women in our sample. Although we do not have any evidence of the number of women who were out of the labor force for five years and who may likewise have returned to work without relying on a THS, the large percent of married women returning through a THS suggests that this labor market institution provides married women with a degree of flexibility they might desire.

Compared to female labor force participants residing in the Philadelphia SMSA or in the nation at large, we find that a greater percentage of the reentrants had children. Hence, it may well be that women with children select a THS because it permits them to work and still fulfill family-related obligations.

On the basis of number of years of school completed, THS reentrants had more schooling than Pennsylvania female labor force participants. Yet neither years of school completed nor other measures of ability explain why a woman worked before applying at THS. Thus, it seems that THS reentrants should have been able to find employment if they chose to search for a job directly. This corroborates what was noted previously, that subjective preferences associated with other obligations tended to prompt women to eschew the labor force.

Since variations in the demand for labor did not have a significant impact on the reentrants' pre-THS labor market experience, it is not likely that this factor is as important as the subjective preferences and tastes of the reentrants.

These preliminary findings, moreover, seem to refute the added worker hypothesis that wives tend to enter the labor force when unemployment increases and the primary wage earner is laid off.

Of those women who worked before applying at THS, over one-third held only one job, while over one-half held a part-time or THS-referred job. This suggests that the reentrants had little experience concerning the adjustments they would have to make if they worked full time for an extended period. Their selecting a THS may have been prompted by an awareness that they were relatively unfamiliar with the dynamics of the labor market and their inability to reconcile work with their other obligations.

As noted previously, this study assumes that a woman's work experience is cumulative, and that her labor market experiences during one period of time influence her subsequent labor market decisions. Hence, the more a woman worked during the five-year period before applying at THS, the greater the likelihood that she increased her stock of human capital by acquiring on-the-job training. At very least, we expect less skill obsolescence among the women who worked more during the period than among those who worked less. Since some of the reasons why a woman may return to work can be influenced by her former work experience, we treat percent time worked as a dependent variable in this chapter but as an explanatory variable in the next chapter.

IV. WHY WOMEN RETURN TO WORK

Having analyzed the prior work history of the women, we now ask why they returned to work. We asked them to rank each of four reasons on the basis of: very important, somewhat important, not very important, or not important at all. These reasons were: (1) to earn money, (2) to break household monotony, (3) to gain experience or improve skills, and (4) to meet people. The results presented in Table 11 show that "to earn money" was the primary reason why women returned to work, designated as very or somewhat important by 83.9 percent of all respondents.[1] Over 50 percent considered "to gain experience," "to break household monotony" and "to meet people" as important reasons.

To determine what type of woman gave more weight to a particular reason, each reason for returning to work was used as a dependent variable in a multiple classification analysis. This permits eliciting from the data the characteristics of women who gave greater weight to a specific reason.

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[1]Respondents who selected "to earn money" as very or somewhat important were asked why they wanted to earn money when they returned to work. The majority of these women (73.2 percent) wanted to maintain or improve their standard of living (relatively few wished to save for future needs or to purchase special non-luxury goods). Although it is impossible to analyze these results rigorously in a "permanent" versus "transitory" income context, it seems that women who are returning to work to earn income are contributing to "permanent" income needs. Yesterday's transitory needs may be today's permanent needs.

TABLE 11. REASONS WHY WOMEN RETURNED TO WORK BY DEGREE OF IMPORTANCE

Degree of Importance	Reasons for Returning to Work: To Earn Money		To Gain Experience or Improve Skills		To Break Household Monotony		To Meet People	
	Number of Women	Percent of Women	Number of Women	Percent of Women	Number of Women	Percent of Women	Number of Women	Percent of Women
Very important	282	57.3	125	25.4	112	22.8	102	20.7
Somewhat important	131	26.6	127	25.8	141	28.7	149	30.3
Not very important	51	10.4	82	16.7	67	13.6	72	14.6
Not important at all	27	5.5	157	31.9	171	34.8	167	33.9
No response	1	.2	1	.2	1	.2	2	.4
TOTAL	492	100.0	492	100.0	492	100.1[a]	492	99.9[a]

[a]Column does not add to 100 percent due to rounding.

Characteristics of Women Who Ranked Returning to Work "To Earn Money" As Very Important.[2] When "to earn money" is used as the dependent variable the bivariate results show that age, marital status, number and age of children, year of application,[3] and percent time worked pre-THS are statistically significant. These results are presented in Table 12.

The younger the woman, the more important it was "to earn money." While Oppenheimer's contention that older women return to work for financial reasons is supported by our data,[4] the findings of this study suggest that financial reasons are comparatively more important to younger reentrants who apply at a THS.

Concerning marital status, single women, as well as separated and widowed, said returning to work "to earn money" was very important about 82 percent of the time. Married women said this reason was very important approximately 50 percent of the time.

Women with no children under six were less inclined to return to work "to earn money" (47.4 percent) than either women without children (63.6 percent) or women with children of whom at least one was of pre-school age (64.7 percent).

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[2]The responses were collapsed into two categories: very important vs. "all others." The number and percentage of women in each category can be found in Table 11, p. 54.

[3]The year of application is used in this and other models in this chapter to capture whether a woman's motivations for returning to work are conditioned by societal-attitudinal changes concerning the role of women. In other words, women applying in the 1970's may be more inclined to select a reason associated with personal fulfillment needs than those who applied earlier because of society's increased acceptance of women working to meet personal needs.

[4]Valerie Kincaid Oppenheimer, "The Life-Cycle Squeeze: The Interaction of Men's Occupational and Family Life Cycles," Demography (May 1974), pp. 227-245.

TABLE 12. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN REASON FOR RETURNING TO WORK--"TO EARN MONEY"

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	57.4		57.4	
R^2	.11				3.6**
AGE			14.2**		6.7**
22-29	110	77.3		71.0	
30-44	221	55.7		55.8	
45 and above	146	45.2		49.8	
MARITAL STATUS			15.2**		12.8**
Married	386	51.6		52.2	
Separated, Divorced, Widowed	48	83.3		81.3	
Single	43	81.4		77.8	
CHILDREN			6.7**		3.0*
No Children	151	63.6		52.1	
At Least One Child Less than 6	136	64.7		65.3	
Children but None Less than 6	190	47.4		56.0	
CURRICULUM-TRAINING			1.1		1.6
Commercial	329	59.9		60.6	
Commercial to Academic	25	60.0		52.3	
Academic	68	51.5		48.8	
Academic to Commercial	55	49.1		51.8	
EDUCATION			.4		.2
Less than 12	40	60.0		62.2	
12 Years of School	336	58.3		57.1	
More than 12	101	53.5		56.5	

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TABLE 12 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			.6		1.2
Above Average	172	58.7		56.4	
Average	105	60.0		63.3	
Below Average	94	58.5		59.5	
Did Not Take Manual Test(s)	106	51.9		51.6	
YEAR OF APPLICATION			2.6*		2.1*
1967	80	55.0		58.2	
1968	70	50.0		50.7	
1969	81	53.1		55.6	
1970	54	46.3		48.5	
1971	47	76.6		76.1	
1972	58	56.9		53.2	
1973	87	66.7		62.2	
PERCENT TIME WORKED PRE-THS			4.2**		2.9*
0 - 10	182	48.4		51.3	
11 - 50	102	56.9		54.0	
51 - 80	77	64.9		65.7	
81 - 90	116	67.2		64.6	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]The unadjusted means presented in the tables can be used to analyze the bivariate relationship between each explanatory variable and the dependent variable. These unadjusted means are simply descriptive statistics which allow us to present the average value of the dependent variable for each classification of the explanatory variable.

[c]The adjusted means presented in the tables can be used to analyze the multivariate relationship between the explanatory variables and the dependent variable. The mean of the dependent variable in each classification is adjusted for the effects of all other variables in the model. In this model we control for age, marital status, children, curriculum-training, education, highest manual-clerical score, year of application and percent time worked pre-THS.

On the basis of amount of time a woman worked prior to applying at THS, we find a monotonic relationship: the more a woman worked in the previous five years the more important it was to her "to earn money" when she returned to work. Among women who worked 0-10 percent of the time, approximately one-half said "to earn money" was very important. Of those working 81-90 percent, slightly over two-thirds said it was very important.

When the intercorrelations among all explanatory variables in the model are controlled for, each of the variables found significant through a bivariate analysis is still significant. Women in the youngest age classification, for example, are still 15 percentage points more likely than their older counterparts to state that money was a very important consideration in their decision to return to work.

Based on the adjusted data, married women are still 25-30 percentage points less likely than single or all other women to respond that money was a major factor in their decision to return to work. Since married women are least likely to be the sole support of their household, they may better afford to return to work for reasons other than money.

Women with no children found money less important. Women with a child under six attached greater importance to earning money than did women with older children or none at all.

Women who applied in 1971 also selected "to earn money" as very important more often than did women applying in any other year between 1967 and 1973. Since the national unemployment rate was relatively higher that year, it is possible that economic conditions influenced women to return to work.

When other factors are controlled for, the percent of time a woman worked prior to applying at THS is also related to the woman's saying "to earn money" was important at the time she returned to work. The less time worked, ceteris paribus, the less important money seems to be. This may be because women who had more recent work experience cultivated preferences to which they had become accustomed, and thus were inclined to return in order to maintain their standard of living.

Separated, divorced or widowed women more often said "to earn money" was very important. It is likely that work is more of a necessity for these women than for those who are single or married. Single women ranked second in stating that money was important in their decision to return to work. Since they, like the once-married, are more dependent upon self-generated income, the importance of earning money for these two groups is perhaps more critical than for married women with a spouse present.

It is not surprising that women with children of any age consider earning money more important than do women without children. The presence of more mouths to feed and bodies to clothe doubtless generates its own economic necessities. Economic pressures may also account for the data contained in the factor of year of application. During the latter years of the period covered by this study, rising inflation coincides with an increased importance ot "tc earn money." It may well be that the youngest reentrants attached great importance to earning money because of their tendency to be self-sufficient.

Characteristics of Women Who Ranked Returning to Work "To Gain Experience or Improve Skills" as Important.[5] By assessing the bivariate relationship between the importance of "to gain experience or improve skills" and the classified factors, several patterns emerge in Table 13.[6]

Overall, 51.8 percent of the reentrants stated that gaining experience or improving skills was an important reason for returning to work. Of the three age groups,

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[5]The responses were collapsed into two categories: very important and somewhat important vs. all others. The number and percent of each original classification can be found in Table 11, p. 54.

[6]As previously noted, we had anticipated relatively low explanatory power to result from some of our models. Table 13 shows the results of an MCA with an R^2 of .08. The reader should interpret these findings and those in later models with care, as hopefully the researchers have done. See Chapter I for a full explanation of the limitations of this study.

TABLE 13. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN REASON FOR RETURNING TO WORK--"TO GAIN EXPERIENCE OR IMPROVE SKILLS"

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	51.8		51.8	
R^2	.08				2.7**
AGE			4.2*		2.0
22-29	110	44.5		54.1	
30-44	221	58.8		55.0	
45 and above	146	46.6		45.2	
MARITAL STATUS			2.0		.4
Married	386	53.1		51.0	
Separated, Divorced, Widowed	48	54.2		57.8	
Single	43	37.2		52.2	
CHILDREN			9.3**		6.6**
No Children	151	37.7		41.2	
At Least One Child Less than 6	136	55.9		51.7	
Children but None Less than 6	190	60.0		60.2	
CURRICULUM-TRAINING			1.6		.5
Commercial	329	53.8		52.7	
Commercial to Academic	25	32.0		40.2	
Academic	68	48.5		51.1	
Academic to Commercial	55	52.7		52.3	
EDUCATION			1.7		.6
Less than 12	40	52.5		59.8	
12 Years of School	336	54.2		51.0	
More than 12	101	43.6		51.1	

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TABLE 13 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			6.3**		5.6**
Above Average	172	41.3		42.2	
Average	105	64.8		65.2	
Below Average	94	60.6		57.8	
Did Not Take Manual Test(s)	106	48.1		48.6	
YEAR OF APPLICATION			1.0		1.7
1967	80	47.5		43.4	
1968	70	47.1		46.1	
1969	81	49.4		48.1	
1970	54	55.6		51.9	
1971	47	66.0		67.4	
1972	58	51.7		56.8	
1973	87	51.7		55.7	
PERCENT TIME WORKED PRE-THS			6.6**		4.0**
0 - 10	182	63.7		61.1	
11 - 50	102	50.0		48.3	
51 - 80	77	44.2		47.8	
81 - 90	116	39.7		42.8	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 12, p. 57.

[c]See footnote c, Table 12, p. 57.

only women in the 30-44 year old group were more likely than average to cite this reason as important. Since women in the 30-44 age group worked relatively less time than others (Table 8, pp. 44-45), it is quite conceivable that their concern to improve skills is related to their lack of prior work experience.

With reference to the presence and age of children, we find that women without children ranked as lowest (37.7 percent) the reason "to gain experience or improve skills," relative to women having at least one child under 6 (55.9 percent), and women with children of whom none are under 6 (60.0 percent). Women with children worked less before applying and their returning "to improve skills" is what might be expected (Table 8, pp. 44-45).

Women with the highest manual-clerical score ranked "to gain experience" as least important (41.3 percent). Of the women attaining an average test score, 64.8 percent ranked "to gain experience or improve skills" as important, and 60.6 percent of those scoring below average considered this an important reason for returning to work.

The data indicate that the more a woman worked, the less important was "to gain experience or improve skills" in her decision to return to work. Thus, 63.7 percent of the women who worked 0-10 percent of the time prior to application were concerned with gaining experience, while only 39.7 percent of those who worked the greatest amount of time pre-THS ranked gaining experience as important.

Hence, the assessment of these factors on the basis of the unadjusted means indicates that women in the 30-44 age group, those with no children under six, those who scored average on manual-clerical tests, and those who worked the least prior to applying at THS were most likely to cite "to gain experience or improve skills" as important reasons for returning to work.

By relying on an MCA we are able to ascertain whether the configuration noted above still prevails when all other variables in the model are controlled. With the exception of the age factor, the explanatory variables found significant in the bivariate analysis are significant when multivariate analysis is used.

For respondents without children, "to gain experience or improve skills" was least important, while those with children but none under 6 found it to be most important. Those with young children were in between the other two groups in citing this factor as an important reason for returning to work. Although we cannot be sure, it seems reasonable that the "children" variable is capturing differences in work experience above and beyond those captured by the measure for the five years prior to applying at THS. Other things equal, those without children may be least likely to have obsolete skills. Those with young children may be more likely and those with older children most likely to need improvement of skills.

Women who scored above average on a manual-clerical test were less likely to feel that their return to work was prompted by a desire "to gain experience or improve skills." Also, the multivariate analysis shows that the greater the amount of time worked pre-THS, the less were respondents likely to state that "to gain experience" was an important factor in deciding to return to work. Thus, time out of the labor force, other things equal, explains why some women wanted to gain experience.

Characteristics of Women Who Ranked Returning to Work "to Break Household Monotony" as Important.[7] The proportion of women responding that "to break household monotony" was important and the relationship between these results and a number of explanatory variables are presented in Table 14.

The unadjusted results indicate that women in the second age group (30-44) ranked "to break household monotony" as important more often than did women 22-29 years of age or women 45 and above. Our data also indicate that married women wanted to break household monotony more than the single or separated, divorced or widowed women.

With reference to the number and age of children, the results show that women with older children only were most likely to assert that "to break household monotony" was an

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[7]The responses were collapsed into two categories: very and somewhat important vs. all others. The number and percent of women in each original classification can be found in Table 11, p. 54.

TABLE 14. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN REASON FOR RETURNING TO WORK--"TO BREAK HOUSEHOLD MONOTONY"

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	51.4		51.4	
R^2	.07				2.6**
AGE			5.4**		1.0
22-29	110	38.2		47.8	
30-44	221	57.0		54.6	
45 and above	146	52.7		49.1	
MARITAL STATUS			15.0**		8.8**
Married	386	57.3		55.9	
Separated, Divorced, Widowed	48	29.2		32.9	
Single	43	23.3		31.5	
CHILDREN			7.4**		3.0*
No Children	151	40.4		47.4	
At Least One Child Less than 6	136	50.0		46.5	
Children but None Less than 6	190	61.1		58.0	
CURRICULUM-TRAINING			3.1*		2.2
Commercial	329	55.0		54.4	
Commercial to Academic	25	28.0		34.6	
Academic	68	42.6		42.6	
Academic to Commercial	55	50.9		51.3	
EDUCATION			1.7		2.3
Less than 12	40	62.5		63.9	
12 Years of School	336	51.8		48.6	
More than 12	101	45.5		55.8	

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TABLE 14 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			2.0		.7
Above Average	172	45.9		48.3	
Average	105	54.3		54.5	
Below Average	94	60.6		55.5	
Did Not Take Manual Test(s)	106	49.1		49.5	
YEAR OF APPLICATION			.7		1.1
1967	80	56.3		51.4	
1968	70	48.6		48.2	
1969	81	45.7		44.2	
1970	54	53.7		50.0	
1971	47	48.9		48.7	
1972	58	46.6		52.5	
1973	87	57.5		62.0	
PERCENT TIME WORKED PRE-THS			3.8**		1.4
0 - 10	182	58.2		54.6	
11 - 50	102	55.9		55.4	
51 - 80	77	46.8		49.0	
81 - 90	116	39.7		44.3	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 12, p. 57.

[c]See footnote c, Table 12, p. 57.

important reason for their returning to work (61 percent). Women without children were least likely to consider this reason as important.

With reference to the percent of time worked pre-THS, an inverse relationship emerges: the less time a woman worked before applying at THS the more likely she was to reply that she wanted "to break household monotony." The group working least said this was an important reason approximately 60 percent of the time, while those who worked the most during the five years prior to applying at THS chose it as important only 39.7 percent of the time.

While four factors are significant when viewed from a bivariate perspective, the adjusted data indicate that only two factors are significant: marital status and the age and number of children. Married women are still above those without spouses in responding that breaking household monotony was an important reason for returning to work. While married women were the least likely to return to work "to earn money," breaking household monotony was considerably more important to them. It seems, therefore, that married women want psychic income from a work situation.

The unadjusted data indicated that women with older children only ranked "to break household monotony" as important more often than did women without children, or those with at least one child under 6. When other factors are controlled for, this relationship is still obtained, but the difference between women with no children and those with at least one child under 6 disappears. It would appear that women with at least one pre-school child, irrespective of the ages of their other children, are less bored. They are probably somewhat more occupied at home with the responsibilities associated with caring for a pre-school child than are women with only older children.

Several concluding observations can be made about women who stipulated that "to break household monotony" was an important reason for their returning to work. First, age and work experience are symptoms of boredom, but apparently not sources of it; that is, each is a significant factor only before other explanatory variables are controlled. The greater proportion of women 30-44 years old who were interested in breaking household boredom appears to reflect

the fact that these women tend to be married and have older children. Married women were quite interested in breaking the monotony of their lives and saw work as one means of accomplishing this goal. Hence, it seems that the married women in this study generally find the attendant responsibilities of this life situation boring. Consequently, they may tend to accommodate their psychological needs by returning to work.

Regardless of the way the respondents are categorized in the analysis, single women constitute the group for whom the reason "to break household monotony" was the least important in their returning to work. Single women tend to have fewer household obligations relative to married, and once married, women (especially if the latter have children), and so it is not surprising they were least disposed to view a return to the labor force as a way to overcome household boredom. Also, having children is not as important as the age of children in explaining the importance women place on "to break household monotony" when returning to the labor force. It can be conjectured that women find rearing children more challenging or satisfying if the children are pre-school rather than older.

Characteristics of Women Who Ranked Returning to Work "to Meet People" as Important.[8] The data addressing the characteristics of women who ranked returning to work "to meet people" as important are presented in Table 15. According to the unadjusted means, only manual-clerical test scores are significantly related to the likelihood that "to meet people" was an important dimension of reentrants' decision to return to work. Respondents scoring below average were most inclined to state "to meet people" as important, while those who scored above average were less likely to consider this important.

Although only one factor is significant when the unadjusted data are analyzed, the adjusted data indicate

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[8]The responses were collapsed into two categories: very important and somewhat important vs. all others. The number and percent of women in each original classification can be found in Table 11, p. 54.

TABLE 15. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN REASON FOR RETURNING TO WORK--"TO MEET PEOPLE"

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	476	50.8		50.8	
R^2	.03				1.7*
AGE			1.6		5.6**
22-29	110	55.5		58.7	
30-44	221	52.5		54.2	
45 and above	145	44.8		39.7	
MARITAL STATUS			.5		1.7
Married	385	51.9		52.7	
Separated, Divorced, Widowed	48	45.8		46.9	
Single	43	46.5		38.9	
CHILDREN			.4		2.1
No Children	151	52.3		53.7	
At Least One Child Less than 6	136	47.8		43.5	
Children but None Less than 6	189	51.9		53.8	
CURRICULUM-TRAINING			1.5		.9
Commercial	329	53.8		53.3	
Commercial to Academic	25	36.0		42.8	
Academic	68	45.6		45.0	
Academic to Commercial	54	46.3		47.1	
EDUCATION			2.4		1.0
Less than 12	40	65.0		61.5	
12 Years of School	335	51.0		49.9	
More than 12	101	44.6		49.8	

(Continued on next page)

TABLE 15 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			4.1**		3.2**
Above Average	172	41.3		42.8	
Average	105	50.5		49.1	
Below Average	94	59.6		58.3	
Did Not Take Manual Test(s)	105	59.0		59.0	
YEAR OF APPLICATION			1.8		2.2*
1967	80	45.0		42.8	
1968	69	50.7		51.2	
1969	81	49.4		49.0	
1970	54	53.7		52.5	
1971	47	34.0		34.6	
1972	58	58.6		61.1	
1973	87	59.8		60.7	
PERCENT TIME WORKED PRE-THS			0		1.7
0 - 10	182	51.1		53.0	
11 - 50	102	50.0		49.3	
51 - 80	77	51.9		47.9	
81 - 90	115	50.4		50.8	

*$p < .05$.

**$p < .01$.

[a]Sixteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 12, p. 57.

[c]See footnote c, Table 12, p. 57.

that three factors are statistically significant: age, manual-clerical score, and year of application. With reference to the age factor, younger women were apparently more interested in meeting people (58.7 percent), while those 45 and over were least interested (39.7 percent). The multivariate analysis also indicates that a linear relationship exists between test scores and a respondent's returning to work "to meet people"; the lower the score the more important was this reason. For this relationship and that obtaining for the year of application variable, no ready explanation is apparent.

SUMMARY

Having presented detailed models to show why women returned to work, let us summarize these models in conjunction with the implications derived by analyzing the descriptive statistics.

The descriptive statistics indicate that money is the predominant force motivating women to return to work. We anticipated this because other research has documented that a husband's income and/or occupation, and a woman's income influence the degree to which females participate in the labor force. Our results indicate that women selected money almost twice as often as breaking household monotony, meeting people, or gaining experience or improving skills. The preponderance ascribed to the financial motive indicates that the majority of women in our sample are interested in money-income rather than psychic-income.

The model addressing itself to the "earn money" motive indicates that married women are not as interested in this as are the single and the once-married. These results permit us to surmise that when a woman is the sole source of income she is "pushed" into the labor force by necessity. On the other hand, women with children place greater weight on the financial motive. By definition, the more people residing within a household, the greater the need for money. If a woman had at least one child under 6, she was even more likely to be motivated by money in returning to work. Several interpretations can be drawn from these results. First, husbands of women having at least one child under 6

have probably not yet reached their full earning potential, although the presence of a young child increases the family's need for income. Second, it is likely that an income motive is a more socially acceptable reason for women with young children to leave the home.

Women between ages 22-29 were likewise more interested in money than were those in other age classifications. Perhaps the desire to be financially self-sufficient is more pronounced among younger women. Irrespective of a woman's traits, we find that a direct relationship exists between the amount of time she worked before applying and her desire to earn money. Since most women desiring to earn money indicated that they were using this money to maintain or improve their standard of living, rather than save for future needs or purchase special nonluxury goods, it can be concluded that previous income from working defined the standard they were interested in maintaining. It seems that the more a woman worked before she applied, the higher was her standard of living. Consequently, the "need" for money motivated her return to work.

We find an inverse relationship exists between the amount of time a woman worked prior to applying at THS and her desire to "brush up" on her skills. A woman working less was more interested in improving her skills. This tends to strengthen our claim that on-the-job training improves one's ability. Although disparity in the number of years of school completed does not emerge as a significant variable in explaining the relative importance given to improving skills, test scores are statistically significant. It appears that those who had an above average score were not interested in improving skills.

Compared to women with no children, those with children were more interested in improving their skills. Since women with children worked half as much as did those without children, it seems that not working made the former's skills become rusty.

Women who gave greater weight to "break household monotony" as a motive for returning to work were either married or were mothers of children over 6 years of age. Since married women worked less before they applied at THS than did single or once-married women, it can be assumed that

married women give more time to household tasks. The conventional alternative of work or leisure is not quite the same for married women as it is for men. When married women decide to seek gainful employment they reject the socially-defined role of homemaker. Our analysis suggests that married women find that work outside the home provides them with challenging alternatives to their socially-defined roles. Perhaps the repetitious performance of homemaking tasks, coupled with minimal measures of homemaker success, prompt married women to view their participation in the labor force as a way "to get away from it all."

Women with children also wanted to return to work to break the boredom associated with being a mother and housekeeper. But women with children under 6 were not as interested in breaking household monotony as were other women with children. We surmise that as children get older and become more self-sufficient their mothers feel less needed at home. In addition, boredom may arise because child-rearing responsibilities tend to be rountinized and repetitive. In sum, once children enter school mothers become restless and perceive outside work as a challenging option.

Younger women wanted to meet people when they returned to work. But of greater interest is the fact that the more recent the woman applied (1967-1973), the more interested she was in the sociological aspects of work. Coupled with the more recent societal changes concerning the role of females in the labor force, women themselves are increasingly interested in some of the nonmonetary, but psychic, benefits working provides.

In this summary we first focused on the descriptive statistics, and then treated each reason as a dependent variable in four separate regression models. If we look across the models, rather than within, we find that variables associated with what might be generically labeled "family responsibilities" tend to influence the weight a woman gives to each reason. Although previous work experience, which is a proxy measure for on-the-job training, also appears as a significant explanatory factor, the other measures of human capital are less likely to appear as significant. Hence, work not only improves skills, but also influences what motivates a woman to return to work, irrespective of the motive she posits.

Throughout this chapter, the reasons a woman indicated why she returned to work were treated as dependent variables in our regression models. The choice of a THS and the decision to return to work are interrelated. To determine the degree to which the decision to return to work is related to the choice of a THS, we will treat the reasons for returning to work as explanatory variables in the next chapter, in which we focus on why a woman selected a THS.

V. WHY WOMEN SELECTED A THS WHEN THEY RETURNED TO WORK

Since we wanted to learn why a woman chose a THS, we asked respondents to rank twelve possible reasons for their choice of a THS as a vehicle for reentry. Each reason was described on a separate card. The women separated the cards into two piles: one consisted of reasons deemed important and the other included those reasons perceived as unimportant. The former were ranked from most to least significant.[1] As shown in Table 16, three main reasons stand out. By order of preference they are: (1) prefer temporary employment because of the freedom and flexibility the THS provides; (2) was available for a temporary period only, was reluctant to take a permanent job; and (3) opportunity to evaluate my skill potential. These reasons are indicated in the table by the percent of time they were chosen first, the percent of time mentioned, and as a weighted index.[2]

The first two responses as shown by the weighted index indicate that women value a THS precisely for the flexibility and freedom which the THS arrangement can uniquely provide. Moreover, the choices give evidence that the women wanted temporary employment because they were either available for only a temporary period or unwilling to make a permanent commitment to the labor force. The third reason selected, "opportunity to evaluate my skill potential," may be interpreted as a corollary of the first two because skill potential can be better evaluated if a woman works for several employers and is called upon to use varying talents and skills. This opportunity to assess one's skills is made

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[1]Two reasons: "I did not want anyone to know I was working" and "change of marital status" were rarely selected as important and therefore were excluded from the analysis.

[2]The index was computed by assigning weights to the ranked values (i.e., the first choice weighted by 10, the second by 9, etc.) and then averaging the totals.

TABLE 16. REASONS FOR CHOOSING A THS ON THE BASIS OF PERCENT TIME CHOSEN FIRST, PERCENT TIME MENTIONED, AND A WEIGHTED INDEX

Reasons	Percent Time Chosen First	Percent Time Mentioned	Weighted Index
"Prefer temporary employment because of freedom and flexibility it provides"	25.1	53.8	6.7
"Was available for a temporary period only, was reluctant to take a permanent job"	23.4	57.9	6.1
"Opportunity to evaluate my skill potential"	11.8	52.0	5.1
"Opportunity to learn new jobs"	3.6	49.2	4.6
"Opportunity to work various places--for variety"	2.6	43.1	4.0
"Opportunity to meet a variety of people"	4.3	42.1	3.9
"Opportunity to determine if working was compatible with my other obligations"	10.9	36.8	3.8
"Opportunity to discover what jobs are available"	2.4	38.6	3.6
"Was seeking full-time employment but could not find any"	11.9	17.1	1.9
"Wanted to see if I would like working"	3.9	18.3	1.8

especially available through a THS which can offer its employees a choice among employers and jobs.

Recognizing that the reasons were related and overlapped, a factor analysis was performed to uncover unique dimensions of motives for choosing a THS, thus giving us a smaller, more compact, and more informative set of motives to analyze. As a result of the factor analysis,[3] as shown in Table 17, three generic motives were uncovered:

FACTOR 1: Respondent interested in labor market information (LMI)

FACTOR 2: Woman prefers temporary work

FACTOR 3: Woman interested in variety vs. compatibility.

Each factor score was computed by taking a weighted sum of the scores assigned to the original ten reasons. By using the factor scores obtained from the factor analysis, it is possible to measure the woman's ranking on a factor. Thus, we are able to assess a woman's motivation for selecting a THS by analyzing the score she received on each of the three factors. A high score on Factor 1, for example, would mean a woman selected a THS because she wanted to acquire labor market information.

A multiple classification analysis was performed on the factor scores for each factor to elicit what relationships exist between why a woman chose the THS, her reasons for returning to work, her personal characteristics, and the year she applied.[4] As a result of this analysis, it is possible to provide a thumbnail sketch of the women who chose THS for each of the generic reasons elicited from the factor analysis.

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[3]After using multiple R^2 commonalities, factors were selected if they had an eigenvalue of 1.0 or greater. The factor matrix was rotated using a varimax rotation. See Appendix D for detailed results of the factor analysis.

[4]The year of application is used in this and other models in this chapter to capture whether women's reasons for selecting a THS changed over time.

TABLE 17. FACTORS INFLUENCING DECISION FOR CHOOSING A THS

Factor	Item	Factor Loading[a]
Factor 1	Interest in Labor Market Information (LMI)	
	"Opportunity to evaluate my skill potential"	+.58189
	"Opportunity to learn new jobs"	+.67371
	"Opportunity to discover what jobs are available"	+.30479
Factor 2	Preference for Temporary Work	
	"Was available for a temporary period only, was reluctant to take a permanent job"	+.48216
	"Prefer temporary employment because of freedom and flexibility it provides"	+.56249
	"Was seeking full-time employment but could not find any"	-.59927
Factor 3	Interested in Variety vs. Compatibility	
	"Opportunity to determine if working is compatible with my other obligations"	-.49214
	"Wanted to see if I would like working"	-.40302
	"Opportunity to work various places--for variety"	+.53683
	"Opportunity to meet a variety of people"	+.35431

[a]A variable was considered to load highly on a factor if the factor loading was at least .3 in absolute value. A plus (+) implies a positive relationship with a factor, a minus (-) implies a negative or inverse relationship with a factor.

Characteristics of Women Who Choose THS Because of Interest in Labor Market Information (LMI). The results of this MCA presented in Table 18 indicate, among other things, that the grand mean is 4.8. The higher a particular unadjusted or adjusted mean, the greater the interest in LMI on the part of a woman of given characteristics or experiences. The significant bivariate results indicate that women with children, regardless of age, were more interested in LMI than those without children. On the basis of curriculum-training, women who originally pursued an academic program and then later turned to some type of commercial training tended to select a THS because they were interested in labor market information. Women who scored "average" in a manual-clerical test were interested in LMI, as were those who worked least before applying at THS. Absence from the labor force seems to be a natural signal, alerting women that they are unfamiliar with the current demand for labor. Those women returning to work to break household monotony, to gain experience, or to meet people likewise selected a THS because they expected this labor institution to provide them with LMI.

The adjusted means indicate that women who followed an academic to commercial training scheme were more interested in LMI than women with other backgrounds, as were women with more than twelve years of school. The latter attended college, majored in a curriculum that was not readily marketable, and then decided to take some clerically-related training programs. They typify the underutilized female labor force participant who accepts a clerical job because it permits her to meet her other obligations, or because her husband's career precludes her embarking upon a job providing opportunity for advancement. She probably married after college, withdrew from the labor market if employed at all, raised a family, and then returned to the labor force. On the other hand, it may be that the better educated used the THS experience as a further investment in human capital, as an investment to improve their knowledge of the labor market.

Women who return to work to break household monotony are interested in obtaining LMI when they return to THS as a means of reentering the labor force. One way of breaking monotony is to work in various jobs and at various firms.

TABLE 18. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN FACTOR 1--INTEREST IN LABOR MARKET INFORMATION (LMI)

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	578	4.8		4.8	
R^2	.32				9.3**
AGE			1.4		1.0
22-29	110	4.3		4.6	
30-44	221	5.0		4.7	
45 and above	147	4.8		5.1	
MARITAL STATUS			.7		1.3
Married	387	4.9		4.7	
Separated, Divorced, Widowed	48	4.5		4.7	
Single	43	4.2		5.5	
CHILDREN			5.0**		.9
No Children	151	4.0		4.5	
At Least One Child Less than 6	136	4.9		5.0	
Children but None Less than 6	191	5.3		4.8	
CURRICULUM-TRAINING			5.1**		5.7**
Commercial	330	4.9		4.9	
Commercial to Academic	25	2.0		2.4	
Academic	68	4.6		4.4	
Academic to Commercial	55	5.5		5.3	
EDUCATION			.8		4.3*
Less than 12	40	4.4		3.9	
12 Years of School	337	4.9		4.7	
More than 12	101	4.4		5.5	

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TABLE 18 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			3.4*		.6
Above Average	172	4.1		4.5	
Average	105	5.4		5.0	
Below Average	95	5.2		4.7	
Did Not Take Manual Test(s)	106	4.9		5.0	
YEAR OF APPLICATION			1.3		1.1
1967	80	4.3		4.5	
1968	71	4.4		4.5	
1969	81	4.4		4.5	
1970	54	5.2		4.9	
1971	47	5.5		5.5	
1972	58	5.6		5.4	
1973	87	4.7		4.6	
PERCENT TIME WORKED PRE-THS			3.5*		.6
0 - 10	183	5.5		5.0	
11 - 50	102	4.6		4.6	
51 - 80	77	4.1		4.4	
81 - 90	116	4.3		4.8	
RETURNED TO WORK TO EARN MONEY			1.7		.4
Very Important	274	4.6		4.7	
Not Very Important	204	5.0		4.9	
RETURNED TO WORK TO GAIN EXPERIENCE OR IMPROVE SKILLS			182.8**		136.6**
Important	247	6.8		6.4	
Not Important	231	2.7		3.0	
RETURNED TO WORK TO BREAK HOUSEHOLD MONOTONY			26.5**		4.0*
Important	245	5.6		5.1	
Not Important	233	3.9		4.5	

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TABLE 18 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
RETURNED TO WORK TO MEET PEOPLE			48.7**		21.8**
Important	242	5.9		5.5	
Not Important	236	3.6		4.1	

*$p < .05$.

**$p < .01$.

[a]Fourteen cases are deleted from the analysis because of missing data.

[b]The unadjusted means presented in the tables can be used to analyze the bivariate relationship between each explanatory variable and the dependent variable. These unadjusted means are simply descriptive statistics which allow us to present the average value of the dependent variable for each classification of the explanatory variable.

[c]The adjusted means presented in the tables can be used to analyze the multivariate relationship between the explanatory variables and the dependent variable. The mean of the dependent variable in each classification is adjusted for the effects of all other variables in the model. In this model we control for age, marital status, children, curriculum-training, education, highest manual-clerical score, year of application, percent time worked pre-THS, returned to work to: earn money, gain experience or improve skills, break household monotony, or meet people.

The greater LMI a woman has, the higher the probability that she will be able to overcome boredom. The same rationale seems to apply regarding those who return to work to gain experience or improve skills. Those returning to work to meet people are also interested in LMI. A THS facilitates their meeting people because it provides a variety of jobs, employers, and work settings. It can also be hypothesized that if they were meeting more people at work, there is greater likelihood that through these new relationships the pros and cons of different employers and jobs are discussed.

Characteristics of Women Who Chose THS Because of Preference for Temporary Work. The results of the MCA of the characteristics of women who chose THS because they preferred temporary work (Factor 2) are presented in Table 19. Since the dependent variable is a measure of a woman's preference for temporary work, a relatively low score is indicative of preference for full-time employment. Throughout this model we stress the higher results, especially where the statistically significant findings are above 3.9, the overall mean.

In the bivariate analysis of the respondents' preference for temporary work, women aged 30-44 manifest this choice more so than women in other age categories, as do married women relative to those in other marital status classifications. Those having at least one pre-school child likewise selected a THS because they preferred temporary work. Of the human capital measures used in the model, education and test score results are significant at the bivariate level. Women who completed more than 12 years of school and those scoring highest in a manual-clerical test were more interested in temporary employment. Finally, reentrants who wanted to break household monotony, or who returned to work to earn money preferred temporary work.

The adjusted data indicate that married women prefer temporary work more so than single or once-married women. It seems that a married woman's household responsibilities limit her availability for full-time employment. Conversely, single, separated, divorced and widowed women need full-time employment because they are more dependent on work for their income. In the adjusted data, curriculum-training now appears a significant variable for those having academic

TABLE 19. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN FACTOR 2--PREFERENCE FOR TEMPORARY WORK

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	478	3.9		3.9	
R^2	.14				4.0**
AGE			4.1*		.9
22-29	110	3.2		3.7	
30-44	221	4.4		4.1	
45 and above	147	3.7		3.7	
MARITAL STATUS			27.3**		22.5**
Married	387	4.5		4.4	
Separated, Divorced, Widowed	48	1.6		1.7	
Single	43	1.2		1.7	
CHILDREN			5.6**		2.1
No Children	151	3.1		3.5	
At Least One Child Less than 6	136	4.4		4.4	
Children but None Less than 6	191	4.2		3.9	
CURRICULUM-TRAINING			1.0		5.0**
Commercial	330	3.7		3.5	
Commercial to Academic	25	4.6		5.8	
Academic	68	4.2		4.6	
Academic to Commercial	55	4.3		4.4	
EDUCATION			4.1*		2.1
Less than 12	40	2.3		3.3	
12 Years of School	337	4.0		4.1	
More than 12	101	4.2		3.5	

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TABLE 19 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			3.8**		4.3**
Above Average	172	4.4		4.5	
Average	105	4.2		4.1	
Below Average	95	3.8		3.6	
Did Not Take Manual Test(s)	106	2.9		3.0	
YEAR OF APPLICATION			1.0		.8
1967	80	4.0		3.6	
1968	71	4.3		4.2	
1969	81	4.2		4.1	
1970	54	4.5		4.4	
1971	47	3.6		3.5	
1972	58	3.7		4.1	
1973	87	3.2		3.5	
PERCENT TIME WORKED PRE-THS			1.5		1.1
0 - 10	183	4.1		3.6	
11 - 50	102	4.2		4.1	
51 - 80	77	4.1		4.3	
81 - 90	116	3.3		3.9	
RETURNED TO WORK TO EARN MONEY			15.7**		4.1*
Very Important	274	3.3		3.6	
Not Very Important	204	4.7		4.3	
RETURNED TO WORK TO GAIN EXPERIENCE OR IMPROVE SKILLS			.9		2.6
Important	247	3.8		3.7	
Not Important	231	4.1		4.2	

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TABLE 19 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
RETURNED TO WORK TO BREAK HOUSEHOLD MONOTONY			11.9**		6.8**
Important	245	4.5		4.3	
Not Important	233	3.3		3.5	
RETURNED TO WORK TO MEET PEOPLE			0		0
Important	242	3.9		3.9	
Not Important	236	3.9		3.9	

*$p < .05$.

**$p < .01$.

[a]Fourteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 18, p. 80.

[c]See Footnote c, Table 18, p. 80.

training. Thus suggests that the academically-trained respondent is aware that her abilities and talents permit her to find employment in better than the clerically-related jobs and that full-time employment in these occupations would extend her underutilization in the labor markets.

Under the category of manual-clerical scores, those who have average or above average test results have a stronger preference for temporary work than do those less skilled. This suggests that these women are aware of their marketable skills and probably do not want to maintain clerical-type jobs. The strong preference for temporary work among those returning to work to break household monotony is what one might expect, since temporary work at a THS provides diverse work settings, which are less likely to become monotonous. Finally, those who regard earning money as not very important prefer temporary work over full-time employment. Since income is not a primary concern for them, full-time employment is apparently neither desirable nor important.

Characteristics of Women Who Choose THS Because of Interest in Variety vs. Compatibility.[5] The results of this MCA are presented in Table 20. The dependent variable in this model conveys two notions: the higher the number associated with a classification, the greater the interest in variety; the lower the number, the greater the interest in compatibility.

With reference to age, the youngest age group exhibited the strongest interest in variety when choosing THS, while the other age groups manifested an interest in wanting compatibility. Single women were more interested in variety than were those in any other classification. Although women in the other two marital classifications expressed some interest in variety, the interest was less than half as strong as among single women. With reference to the presence and age of children, women with no children were decidedly interested in variety, being two to three times as interested as women with children of any age. With reference to education, those women with more than 12 years school were interested in variety slightly more than those with less than 12. Those with 12 years schooling had the least interest

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[5]See Table 17 to identify the reasons included in this factor.

TABLE 20. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN FACTOR 3--INTERESTED IN VARIETY VS. COMPATIBILITY

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	478	2.0		2.0	
R^2	.17				4.7**
AGE			7.9**		.3
22-29	110	3.2		2.0	
30-44	221	1.8		2.2	
45 and above	147	1.6		1.9	
MARITAL STATUS			11.1**		4.2**
Married	387	1.8		1.9	
Separated, Divorced, Widowed	48	2.1		2.2	
Single	43	4.4		3.4	
CHILDREN			20.9**		7.3**
No Children	151	3.5		2.8	
At Least One Child Less than 6	136	1.6		2.0	
Children but None Less than 6	191	1.2		1.5	
CURRICULUM-TRAINING			1.2		.2
Commercial	330	1.9		2.1	
Commercial to Academic	25	2.7		1.7	
Academic	68	2.6		2.1	
Academic to Commercial	55	1.8		1.8	
EDUCATION			4.8**		3.0*
Less than 12	40	2.5		1.8	
12 Years of School	337	1.7		1.9	
More than 12	101	2.9		2.7	

(Continued on next page)

TABLE 20 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			.2		.3
Above Average	172	2.0		2.0	
Average	105	2.3		2.3	
Below Average	95	2.0		1.9	
Did Not Take Manual Test(s)	106	2.0		1.9	
YEAR OF APPLICATION			2.7*		1.5
1967	80	1.3		1.9	
1968	71	1.7		1.9	
1969	81	2.5		2.7	
1970	54	2.1		2.2	
1971	47	.9		1.1	
1972	58	2.4		1.8	
1973	87	2.9		2.2	
PERCENT TIME WORKED PRE-THS			11.5**		7.0**
0 - 10	183	1.0		1.3	
11 - 50	102	2.2		2.1	
51 - 80	77	3.1		2.9	
81 - 90	116	2.9		2.7	
RETURNED TO WORK TO EARN MONEY			1.7		.6
Very Important	274	2.2		2.1	
Not Very Important	204	1.8		1.9	
RETURNED TO WORK TO GAIN EXPERIENCE OR IMPROVE SKILLS			.3		.6
Important	247	2.1		2.2	
Not Important	231	2.0		1.9	

(Continued on next page)

TABLE 20 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
RETURNED TO WORK TO BREAK HOUSEHOLD MONOTONY			3.0*		4.3*
Important	245	2.3		2.3	
Not Important	233	1.8		1.7	
RETURNED TO WORK TO MEET PEOPLE			37.3**		31.7**
Important	242	3.0		2.9	
Not Important	236	1.1		1.2	

*$p < .05$.

**$p < .01$.

[a]Fourteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 18, p. 80.

[c]See footnote c, Table 18, p. 80.

in variety. Interest in variety shows a wide variation over the years covered by the study, as indicated by the year of application.

With reference to percent time worked pre-THS, the data indicate that the more a woman worked pre-THS, the greater was her interest in variety; the less she worked pre-THS, the less was her interest in variety. The interest in variety was also strong among those who wanted to meet people when they returned to work.

When multivariate analysis is used, age and year of application are no longer significant explanatory variables. According to the adjusted data, single women had the strongest interest in variety, probably less encumbered by other obligations and more flexible as to where and when they work. Women without children were also greatly interested in variety, more than women with children. Women who have fewer family responsibilities than those with children are possibly better able to accept jobs where the hours are more flexible and to accommodate more readily their household obligations to varied work experiences.

Women with more than 12 years of education expressed greater interest in variety than those with less education. This may be because the more education a woman has, the more likely she is to have been exposed to different situations throughout her life. Also, she is probably less afraid of moving into unfamiliar settings, as might be the case with those having less education.

Additionally, the more a woman worked before applying at THS, the greater her interest in variety when she selected a THS to return to work. This previous work experience possibly disposes such women toward variety in work settings, since they may view a single job setting as boring or unchallenging. This seems plausible because most of the women who worked during the pre-THS period held only one job.

Those women who maintained that "to break household monotony" and "to meet people" were important reasons why they returned to work also selected a THS because they were interested in variety. Since THS is capable of providing its employees with varied work experience, it seems reasonable that such women chose a THS when they returned to work.

Factor III also permits us to determine which women chose a THS because they were interested in determining if work was compatible with their other obligations. Three significant variables are of particular interest when compatibility is considered: marital status, children and percent time worked pre-THS. Married women with children over 6 years of age were more inclined to view THS as a way to determine if work was compatible with other obligations. This would imply that these women have reservations whether they are able to return to the labor force full time. More than other women who return to work by means of a THS, these women selected a THS to weigh the pros and cons of a permanent labor market commitment. Moreover, those who worked least prior to applying chose a THS because they wanted to determine if they could reconcile working with other responsibilities. It seems that the less the labor market experience, the more a woman needs a half-way house arrangement to experiment with the demands of maintaining a home and working.[6]

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[6]While it is impossible to determine if a woman first decides to return to work and then concludes the appropriate vehicle is a THS or vice versa, it seems logical that these decisions influence one another. To capture whether there is an interrelationship between these decisions, the reasons why respondents returned to work were included as explanatory variables in three multiple classification analyses where the reasons for choosing THS (the factors) were treated as dependent variables. The multiple classification analysis was run both with and without the reasons for returning to work as explanatory variables. When they were added to the model, after controlling for all other independent variables, the increase in R^2 was .2966, .0389 and .1051 for Factors 1, 2 and 3, respectively. Thus, while significant in all three cases, the reasons for returning to work are considerably more important in explaining the choice of THS to gain labor market information than the choice of THS for other reasons.

SUMMARY

Our data indicate that most women selected a THS because they were interested in temporary work. There were two major reasons for this interest. Because of other obligations, some of the women could work only a short period of time and thus were reluctant to accept or unable to find a permanent job within this time constraint. In addition, a number of reentrants were attracted to a temporary help arrangement because they could choose when, where and how long they would work. Thus, it is the nature of the THS arrangement which attracts women because it permits employees to reject jobs and does not require (nor expect) a long-term commitment. Being unable or unwilling to accept more permanent positions, the women saw the THS as an opportunity to be gainfully employed. Married women were more likely than the single or once-married reentrants to prefer temporary work. With the traditional role of the married woman as a homemaker, it is not surprising to find many of them attempting to blend their household and work schedules through temporary work. Those women who came back to work to break the tedium associated with homemaking also wanted temporary employment. It might be postulated that these reentrants were not so bored as to pursue permanent full-time employment; in short, temporary work was enough to break the monotony. However, the women whose primary motivation in returning to work was money wanted permanent employment. These reentrants probably accepted temporary work through default.

Another reason for selecting a THS as a reentry vehicle was the desire to gain useful labor market information. The reentrants placed great emphasis on such labor market considerations as evaluating their skills, learning new jobs and determining what jobs were available. Thus, it might be suggested that despite their relatively limited prior work experience, these women were "labor market-wise" in seeing the THS as an opportunity to overcome their information deficiencies. Of course, some women were more interested than others in acquiring labor market information; for example, those with the highest education were more likely to seek job-related information. We will be able to assess how well the THS met the needs of these reentrants with respect to skills and jobs when we examine in a later chapter their evaluations of the THS in terms of labor market information acquired.

Women returning to work to gain experience manifest interest in acquiring labor market information through their association with THS. We surmise that women interested in LMI realize that information of this type is of little advantage unless they simultaneously improve their skills. Reentrants are aware that the more their skills improve, the greater their options relative to the information they may acquire about job vacancies, hiring requirements and wages.

Finally, the women indicated an interest in the variety afforded by temporary work or in testing work against their other obligations. Some of them assumed, or knew of, one attribute of the THS arrangement--working in a variety of settings and meeting various people--and saw this as a positive feature of the THS. Other reentrants, however, were more desirous of testing work versus their other responsibilities. Thus, "variety" was of greater interest to those with the least encumbrances (single and those with no children), those with the greatest investment in human capital (level of education and percent time worked previously), and those who returned to work to break monotony or to meet people. Those who can best "afford" variety place greater emphasis on this reason. Married women and those with children, on the other hand, face the more practical difficulties of meshing work and household responsibilities and therefore tend to deemphasize the variety aspect of THS.

The incorporation of the reasons for returning to work as explanatory variables added to our analysis since one or more reasons was shown to be statistically significant in all three models in this chapter. In short, the prior assumption that there was a relationship between why the women returned to work and their choice of a THS appears justified.

Now that we have examined the choice of a THS, our interest turns to what occurred in the way of work experiences while the reentrants were there. Since the decision to return to work is related to the decision to choose a THS, we will include only the taste variable "Why Choose THS" in subsequent models, beginning with an analysis of the THS experience in the following chapter.

VI. REENTRANTS' THS EXPERIENCE

The previous chapter focused on the reentrants' labor market behavior prior to their THS application and on why they chose to return to work by way of a THS. This chapter examines the work experiences of the women while at the THS.

Seven measures have been developed to describe the THS work experience. The total length of affiliation, number of days worked, number of jobs, average number of days per job, number of companies to which assigned, number of job classifications, and number of job refusals per month account for the variety and extent of the work performed through the THS. Each of these seven measures is used as a dependent variable in our analysis in which we relied on all the explanatory variables used in the previous chapter.[1] In addition, reasons why a woman selected a THS, percent household income earned by the reentrant while at the THS[2] and availability of a car[3] were incorporated as explanatory variables into the models in this chapter.

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[1]Since the decision to return to work is related to the decision to choose a THS, we felt that it was sufficient to include only the choice variable "Why Choose THS" in the during models. See Appendix D for an explanation of these variables.

[2]It was assumed that the greater the dependence of the household on the woman's income, the greater her commitment to work. Many researchers have noted that wives are less inclined to work as their husbands' income rises. See Juanita Kreps, Sex in the Market Place: American Women at Work (Baltimore: Johns Hopkins Press, 1971), p. 30; and Herbert S. Parnes et al., Dual Careers: Study of Labor Market Experience of Women, Monograph No. 21, Vol. 1 (1970), U.S. Department of Labor (Washington, D.C.: U.S. Government Printing Office), p. 91. The measurement of this variable is described in Appendix C.

[3]We felt that the availability of a car would be important, as THS assignments are generally located throughout the metropolitan area and employees may be sent to a different geographical area for each new job.

THS WORK EXPERIENCE

Total Affiliation with the THS. The first measure of interest with respect to the women's labor market experience is the length of time they were associated with a THS. This can be considered as a measure of employee tenure; within this period the women were not necessarily working but were "on call" to the extent they had informed the THS they were available. They were free, however, to refuse specific assignments.

On the average, the women remained affiliated with the THS for 8.5 months (see Table 21), somewhat above Moore's finding of an average tenure of 7.5 months.[4] The average length of affiliation is somewhat misleading because a few employees were affiliated for a relatively long period of time. The median 4.0 months indicates that there is only an even chance that a woman will remain more than four months.

Based on the unadjusted data shown in Table 21, the age of a woman is significantly related to how long she remains affiliated with the THS. Women 30 years of age and over stay with the temporary help service at least 50 percent longer than the 22 to 29 year olds. The year of application[5] affects affiliation in the expected way: generally,

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[4]Mack Arthur Moore, "The Role of Temporary Help Services in the Clerical Labor Market," unpublished doctoral dissertation, University of Wisconsin, 1963, p. 75.

[5]As noted earlier, the year of application is used as an explanatory variable to control for various factors, contingent upon the dependent variable that is being analyzed. In this chapter the year of application is used to control for the varying lengths of time the reentrants were exposed to the THS. This possible exposure ranges from the time of application to the date of the interview. The use of this variable as a control is necessary because one unique aspect of the THS arrangement is the ease with which a woman can switch from an active to an inactive status and back again. That is, a woman can inform the temporary help service that she no longer desires assignments, at which point she is considered inactive. If later she decides to accept THS

TABLE 21. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN TOTAL AFFILIATION WITH THS (IN MONTHS)

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	8.5		8.5	
R^2	.05				1.9*
AGE			3.6*		3.9*
22-29	110	6.0		6.3	
30-44	221	9.0		8.5	
45 and above	146	9.7		10.2	
MARITAL STATUS			.5		1.1
Married	386	8.7		8.2	
Separated, Divorced, Widowed	48	8.3		9.8	
Single	43	6.9		10.4	
CHILDREN			0		0
No Children	140	7.9	.6	8.6	
At Least One Child Less than 6	115	8.0		8.6	
Children but None Less than 6	222	9.2		8.5	
CURRICULUM-TRAINING			.7		.8
Commercial	329	9.0		9.0	
Commercial to Academic	25	8.0		7.5	
Academic	68	7.2		8.2	
Academic to Commercial	55	7.4		6.7	
EDUCATION			1.2		.4
Less than 12	40	10.5		9.9	
12 Years of School	336	8.7		8.5	
More than 12	101	7.3		8.1	

(Continued on next page)

TABLE 21 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			.4		.4
Above Average	172	8.8		8.8	
Average	105	9.3		9.1	
Below Average	95	8.0		8.5	
Did Not Take Manual Test(s)	105	7.9		7.5	
YEAR OF APPLICATION			5.5**		5.6**
1967	80	12.1		12.3	
1968	71	10.5		10.6	
1969	81	9.9		9.8	
1970	54	10.5		9.9	
1971	47	5.8		5.9	
1972	57	7.1		7.3	
1973	87	3.7		3.6	
PERCENT TIME WORKED PRE-THS			.4		.5
0 - 10	183	9.0		8.1	
11 - 50	102	8.8		9.5	
51 - 80	77	8.6		9.1	
81 - 90	115	7.5		8.0	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			0		.5
High Interest in LMI	119	8.4		9.2	
Average Interest in LMI	240	8.6		8.6	
Low Interest in LMI	118	8.5		7.7	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			6.5**		7.8**
Preference for Temporary Work	120	11.4		11.6	
Prefer Temporary or Full-Time Work	238	8.4		8.3	
Preference for Full-Time Work	119	6.1		6.0	

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TABLE 21 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			.1		.4
Interested in Variety	117	8.4		8.4	
Moderate Interest in Both	245	8.8		9.0	
Interested in Compatibility	115	8.2		7.8	
PERCENT HOUSEHOLD INCOME			.6		1.4
1 - 5	250	8.2		7.7	
6 - 50	153	9.4		9.6	
51 -100	74	7.9		9.2	
CAR AVAILABLE			.7		.1
Yes	356	8.8		8.5	
No	121	7.8		8.8	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]The unadjusted means presented in the tables can be used to analyze the bivariate relationship between each explanatory variable and the dependent variable. These unadjusted means are simply descriptive statistics which allow us to present the average value of the dependent variable for each classification of the explanatory variable.

[c]The adjusted means presented in the tables can be used to analyze the multivariate relationship between the explanatory variables and the dependent variable. The mean of the dependent variable in each classification is adjusted for the effects of all other variables in the model. In this model we control for age, marital status, children, curriculum-training, education, highest manual-clerical score, year of application, percent time worked pre-THS, Factor 1, Factor 2, Factor 3, percent household income and car available.

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those who applied earlier and had the greatest possible exposure to THS were affiliated the longest. Those who preferred temporary work remained with THS for almost a year, nearly twice as long as those who wanted full-time work.

Holding other things equal in the MCA, the three variables of age, year of application, and preference for temporary work remain statistically significant.[6] Thus, age, in and of itself, is apparently a determining factor in how long a woman stays with the THS. Women 45 and above tend to remain affiliated about two-thirds longer than reentrants in the 22-29 age group (10.2 months vs. 6.3 months). The older women may have seen their job opportunities elsewhere as much more limited than those of the younger reentrants and consequently stayed longer at THS. Moreover, they may need more time to adjust to work after their reentry.

(footnote 5 continued)
assignments, she need only notify the THS in order to regain active status. This in-out-in-again nature of the arrangement makes the determination of when a woman actually leaves the THS extremely difficult. It is known that a number of women do return to the THS at a later date. Thus, those who applied earliest have had the greatest possible period in which to become active again. The year of application is therefore used to control for these differences in exposure to the THS. We anticipate that this variable will be significantly related to many of the THS work experiences, such as total months affiliated, total number of days worked, etc., since those who applied to the THS in later years obviously did not have as long a period in which to drop out and then become active again. Having controlled for the time differential, it is possible to examine the relationships between the other explanatory variables and the dependent variable.

[6]The reader is cautioned to interpret this result with care, as well as others in this chapter, because of the low explanatory power of the models. See Chapter I on the limitations of the study.

The year of application, as noted earlier, is used as a control variable in these models. As was anticipated, the women who had the greatest possible exposure to the THS (date of application to time of interview) generally showed the longest affiliation.

With both the unadjusted and adjusted data, preference for temporary work is statistically significant with respect to length of affiliation. For those who liked temporary work, it is not surprising to find that they stayed longer than those who wanted full-time employment. Although the latter might be expected to have a lower tenure with the THS, they remained an average of six months.

Interestingly, the presence of children had no impact on total affiliation when the other variables in the model are considered. Women with children, regardless of the latter's ages, stayed about 8.5 months, the same as those with no children. Apparently, these mothers were able to make satisfactory child-care arrangements or schedule work around school hours.[7] THS employment would appear to minimize the competitive disadvantages of women with children.

Number of Days Worked at THS. An additional measure of labor market experience is the number of days a woman worked while affiliated with the THS. This measure can be considered as indicative of a woman's commitment to work and supplements the previous measure--total length of affiliation--in that it shows the time worked by a reentrant as a temporary help employee.

As shown in Table 22, the women averaged almost 40 days of work while at the THS. Based on the normal 8-hour day, this suggests that each employee worked about 320 hours during her stay at the THS. As was the case in measuring

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[7]When asked on the THS application form the type of child care arrangement generally used when they worked, 17.3 percent of the women with children under 18 reported outside child care service; 32.4 percent family and relatives; 14.2 percent arranged their work schedules to coincide with their children's school day; 31.4 percent made no arrangements, and 4.7 percent did not respond. Thus, the majority of the women had arranged for some form of child care as of their application date.

TABLE 22. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN NUMBER OF DAYS WORKED AT THS

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted[b] Transformed Data[d] Mean	F-Ratio	Adjusted[c] Transformed Data Mean	F-Ratio
TOTAL	477	39.9	1.2		1.2	
R^2	.12					6.9**
AGE				0		.6
22-29	110	27.5	1.2		1.1	
30-44	221	42.2	1.2		1.2	
45 and above	146	45.7	1.2		1.2	
MARITAL STATUS				.3		2.0
Married	386	27.2	1.2		1.2	
Separated, Divorced, Widowed	48	36.4	1.1		1.1	
Single	43	41.7	1.1		1.1	
CHILDREN				.3		2.0
No Children	140	39.8	1.2		1.2	
At Least One Child Less than 6	115	34.7	1.1		1.1	
Children but None Less than 6	222	42.6	1.2		1.1	
CURRICULUM-TRAINING				.5		.2
Commercial	329	40.2	1.1		1.2	
Commercial to Academic	25	19.8	1.1		1.1	
Academic	68	45.1	1.2		1.1	
Academic to Commercial	55	40.6	1.3		1.2	

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TABLE 22 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted[b] Transformed Data[d] Mean	Unadjusted[b] Transformed Data[d] F-Ratio	Adjusted[c] Transformed Data Mean	Adjusted[c] Transformed Data F-Ratio
EDUCATION				2.0		1.8
Less than 12	40	31.1	1.0		1.0	
12 Years of School	336	40.1	1.2		1.2	
More than 12	101	42.6	1.2		1.2	
HIGHEST MANUAL-CLERICAL SCORE				9.3**		5.5**
Above Average	172	42.3	1.2		1.2	
Average	105	52.4	1.4		1.3	
Below Average	95	23.5	1.0		1.1	
Did Not Take Manual Test(s)	105	38.1	1.0		1.1	
YEAR OF APPLICATION				1.8*		2.2*
1967	80	36.8	1.2		1.2	
1968	71	52.0	1.2		1.2	
1969	81	38.3	1.2		1.2	
1970	54	49.2	1.1		1.1	
1971	47	35.6	1.2		1.2	
1972	57	58.5	1.3		1.3	
1973	87	18.5	1.0		1.0	
PERCENT TIME WORKED PRE-THS				.8		2.0
0 - 10	183	49.3	1.2		1.2	
11 - 50	102	33.8	1.1		1.2	
51 - 80	77	41.3	1.2		1.1	
81 - 90	115	29.3	1.1		1.1	

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TABLE 22 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted[b] Transformed Data[d] Mean	Unadjusted[b] Transformed Data[d] F-Ratio	Adjusted[c] Transformed Data Mean	Adjusted[c] Transformed Data F-Ratio
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)				.9		.4
High Interest in LMI	119	38.1	1.1		1.1	
Average Interest in LMI	240	44.3	1.2		1.2	
Low Interest in LMI	118	32.7	1.1		1.1	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK				8.4**		6.8**
Preference for Temporary Work	120	53.5	1.3		1.3	
Prefer Temporary or Full-Time Work	238	40.8	1.2		1.2	
Preference for Full-Time Work	119	24.3	1.0		1.0	
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY				6.9**		6.9**
Interested in Variety	117	47.0	1.3		1.3	
Moderate Interest in Both	245	39.7	1.2		1.2	
Interested in Compatibility	115	33.0	1.0		1.0	
PERCENT HOUSEHOLD INCOME				8.4**		14.8**
1 - 5	250	34.2	1.1		1.0	
6 - 50	153	47.8	1.3		1.3	
51 - 100	74	42.7	1.3		1.4	

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TABLE 22 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted[b] Transformed Data[d] Mean	F-Ratio	Adjusted[c] Transformed Data Mean	F-Ratio
CAR AVAILABLE				4.1*		3.0
Yes	356	42.4	1.2		1.2	
No	121	32.4	1.1		1.1	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 21, p. 97.

[c]See footnote c, Table 21, p. 97.

[d]A logarithmic transformation was performed on the data since the distribution of number of days worked was skewed.

total affiliation, the average is somewhat above Moore's finding of 261 hours per employee.[8]

Since the data on number of days worked at THS were highly skewed (i.e., a large number of employees worked only a few days), the data were transformed into logarithms before using them in a multiple classification analysis.[9]

The unadjusted data in Table 22 show six variables to be statistically related to the number of days worked: highest manual-clerical score, year of application, percent of household income earned by the woman, preference for temporary work, interest in variety vs. compatibility, and availability of a car.

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[8]Moore, op. cit., p. 80.

[9]The labor market experience variables measured during THS and analyzed using MCA are either dichotomous variables (whether a woman worked less than five jobs versus five or more, whether a woman worked for one company versus those who were assigned to more than one firm) or variables measured on a continuous interval scale (affiliation, days worked, refusals per month, average days per job). The distributions of the dichotomous variables were fairly symmetric, hence avoiding the statistical problems of skewness and heteroscedasticity. However, the distributions of the continuous variables were at times skewed, which creates a problem since it reduces the usefulness of the mean as a measure of central tendency and violates the assumption of a symmetric distribution made by MCA. One solution to this problem is to transform the data by taking the logarithm, thus creating a new variable whose distribution is symmetric. The MCA performed on each of the continuous labor market experiences was run on both the original and transformed data. When the results were the same, it can be assumed that the statistical method worked as well on the original data as on the transformed, and the analysis of the data in their original form was presented because of greater ease of interpretation. If the results were not the same, the transformed data were analyzed to better satisfy the [illegible]nts of MCA. On this basis, transformed data are presented for the number of days worked at THS and the average number of days per job.

Women who scored average on a manual-clerical test were more likely to work a greater number of days at the THS than those who scored higher or lower or never took a test. Women furnishing 5 percent or less of the household's income were likely to work fewer days than other reentrants. In addition, women who preferred temporary work were likely to work more days than were those who were indifferent to temporary work or who wanted full-time employment. Factor 3--interest in variety vs. compatibility--is also significant in the unadjusted data. Those interested in variety were inclined to work more days than the women who were testing the compatibility of work. In addition, the number of days worked is related to the transportation a woman can provide: if she had a car, she was likely to work a greater number of days.

The results of the MCA reveal that, controlling simultaneously for all variables in the model, five of the above variables are significantly related to this experience measure. Women with average manual-clerical scores tend to work more than those whose skill is rated above average. One possible reason is that the higher-skilled women were more inclined to refuse jobs offered by THS or to get better jobs outside of the temporary help service. Women with an average score on this test were also likely to work more than those below average or those who did not take the test.

Reentrants who applied to the THS in 1973 worked less than the earlier applicants. The fact that they did not have as great a time exposure to the THS at least partially explains the difference; these late applicants were individuals who had little chance to drop out and then become active again with the THS and thus accumulate more days. Other factors might also be operating here, since those who applied in 1972 tended to work more than any other group.

Based on the adjusted data, the higher the dependence of the household on a woman's income, the greater the number of days she worked. It can be inferred that she had to work longer out of economic necessity.

As noted previously, women who selected THS because they preferred temporary jobs were more likely to remain affiliated for a longer period of time. These same women tended also to work more days during their relationship with the THS.

Those who wanted to work various places and meet a variety of people worked more days than those who wished to determine if they liked work and if work was compatible with their other obligations. Women who wanted to avoid a 9 to 5 job in a single setting might choose to work more days at the THS in a greater variety of jobs. On the other hand, those interested in "testing the waters" of the world of work (Will I like work? Is work compatible with my other obligations?) were apparently able to answer these questions by working fewer days at the THS.

Number of Jobs. Another measure of employment experience at the THS is the number of jobs a woman worked. Such a measure reflects another dimension of the variety aspect of THS since each job was different in some way. The physical setting of the job, the personnel with whom she worked, and the nature of the firm's business, among other factors, varied from job to job. The number of jobs variable is an attempt to capture this variety.

While at the THS, 30.2 percent of the reentrants had only one job, 35.2 had from 2 to 4 assignments, and 34.6 worked on 5 or more assignments.[10] To analyze the data, the number of categories was collapsed into two: less than 5 jobs and 5 jobs or more. The data shown in Table 23 represent the percent of women who worked 5 or more jobs.

The unadjusted data show that six variables are significantly related to working 5 or more jobs: children, highest manual-clerical score, year of application, percent of household income, preference for temporary work, and availability of a car. Women with no children or none less than 6 years of age were about 50 percent more likely to work 5 or more jobs than were reentrants with children under 6. Similarly, those with average or above manual-clerical scores were more inclined to work the greatest number of jobs, as opposed to those with below average skills or those who never took a manual test. Furthermore, only 16.1 percent of the women who applied in 1973 had 5 or more jobs, well below the mean of 34.0 percent. With respect to household

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[10]Data in text differ from that shown in Table 23, since 15 cases were omitted in the MCA because of missing data.

TABLE 23. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN THE PERCENTAGE OF REENTRANTS WHO WORKED FIVE OR MORE JOBS

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	34.0		34.0	
R^2	.07				2.1**
AGE			1.7		2.3
22-29	110	27.3		28.5	
30-44	221	34.3		32.5	
45 and above	146	38.4		40.3	
MARITAL STATUS			.3		.5
Married	386	34.7		33.7	
Separated, Divorced, Widowed	48	29.2		31.0	
Single	43	32.6		39.9	
CHILDREN			3.3*		2.3
No Children	140	35.7		35.5	
At Least One Child Less than 6	115	24.3		26.1	
Children but None Less than 6	222	37.8		37.1	
CURRICULUM-TRAINING			.3		.6
Commercial	329	32.8		35.0	
Commercial to Academic	25	32.0		22.9	
Academic	68	36.8		34.5	
Academic to Commercial	55	38.2		31.8	
EDUCATION			.9		1.1
Less than 12	40	27.5		27.9	
12 Years of School	336	33.3		33.1	
More than 12	101	38.6		39.3	

(Continued on next page)

TABLE 23 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			3.4*		1.5
Above Average	172	38.4		36.6	
Average	105	41.9		39.2	
Below Average	95	26.3		30.9	
Did Not Take Manual Test(s)	105	25.7		27.2	
YEAR OF APPLICATION			2.7*		2.5*
1967	80	35.0		37.5	
1968	71	36.6		37.0	
1969	81	38.3		35.9	
1970	54	40.7		37.3	
1971	47	38.3		39.2	
1972	57	40.4		41.0	
1973	87	16.1		16.9	
PERCENT TIME WORKED PRE-THS			.5		.1
0 - 10	183	34.4		33.2	
11 - 50	102	29.4		32.9	
51 - 80	77	37.7		36.4	
81 - 90	115	34.8		34.5	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			.5		.5
High Interest in LMI	119	30.3		30.5	
Average Interest in LMI	240	35.4		35.2	
Low Interest in LMI	118	34.7		35.0	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			5.8**		4.7**
Preference for Temporary Work	120	41.7		40.6	
Prefer Temporary or Full-Time Work	238	36.1		35.9	
Preference for Full-Time Work	119	21.8		23.4	

(Continued on next page)

TABLE 23 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			1.5		2.9
Interested in Variety	117	38.5		38.2	
Moderate Interest in Both	245	34.7		36.0	
Interested in Compatibility	115	27.8		25.2	
PERCENT HOUSEHOLD INCOME			3.4*		5.7*
1 - 5	250	29.2		27.2	
6 - 50	153	41.8		41.8	
51 - 100	74	33.8		40.5	
CAR AVAILABLE			10.0**		6.4*
Yes	356	37.9		37.0	
No	121	22.3		24.9	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 21, p. 97.

[c]See footnote c, Table 21, p. 97.

earnings, women furnishing between 6 and 50 percent of the household income were more likely to work more than 5 jobs. Almost 42 percent of the reentrants who preferred temporary work had 5 or more jobs, versus only 22 percent of those who wanted full-time work. Transportation is also related to having worked a greater number of jobs, in that the availability of a car means a woman is much more likely to accept more jobs than if she must rely on some other means to get to the place of assignment.

The results of the MCA show that, controlling for the other variables in the model, only four variables remain statistically significant: year of application, percent of household income, preference for temporary work and availability of a car. The relationship between year of application and number of jobs reflects the exposure of the women to the THS. Of the women who applied in 1973, only about 16 percent worked 5 or more jobs, less than half the percent shown for any other year's applicants. These late applicants may not have been associated with the THS long enough to reflect the active-inactive-active pattern of many of the women; because of this, they show fewer jobs.

As was the case with the number of days worked, a woman whose household was more dependent on her income was also more inclined to work at least five jobs. Not unexpectedly, those who preferred temporary work were much more likely to work more jobs than those who wanted full-time employment. Having a car also had a significant impact on the number of jobs worked at the THS. A higher percentage of the women with a car available reported at least five jobs than did those without their own transportation. Finally, children no longer affected the number of jobs to the extent they appeared to have in the unadjusted data. However, those women with children under 6 tended to work fewer jobs than reentrants with no children or older children only. Since the differences between the unadjusted and adjusted data on children are so slight--although the former are statistically significant and the latter are not--the data suggest that these adjusted means would be significantly different if obtained for a larger sample.

Average Number of Days per Job. When a woman was offered a job by a THS, she was generally informed of the approximate length of time her services would be required,

and she may have made her decision to accept a job on this basis. In fact, many reentrants notified the THS of the ideal job length for their schedules, i.e., a woman may have said she would be available for no more than three consecutive days. The average number of days worked per job, therefore, became a function of the jobs the THS had to offer and the working days the reentrants could fit into their schedules.

On the average, the respondents worked 7.5 days per job (Table 24). Specifically, 24 percent of the women averaged one to two days per job; 23 percent averaged three to five days, 29 percent averaged five to seven days, and 24 percent averaged over seven days per job.

Because the data on average number of days per job are highly skewed, it was necessary to transform the data for use in an MCA. Therefore, the logarithm of the average number of days per job was taken and used as the dependent variable in the multiple classification analysis.[11]

An examination of the unadjusted transformed data reveals that the highest manual-clerical score and the percent of household income contributed by the reentrants were significantly related to the average number of days worked per job. Women with average or above skills and those who earned more than 5 percent of their household's income tended to work longer jobs.

When the other variables in the model are controlled for, the percent of household income earned remains statistically significant in predicting job length. The adjusted transformed data show that as the percent of household earnings provided by the woman rises, the average length of the job increases monotonically. It is possible that jobs of longer duration approximated full-time work for these women and thus assured a steadier stream of earnings on which the household was dependent.

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[11]See footnote 8 in this chapter.

TABLE 24. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN AVERAGE NUMBER OF DAYS PER JOB

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted[b] Transformed Data[d] Mean	F-Ratio	Adjusted[c] Transformed Data Mean	F-Ratio
TOTAL	477	7.5	.7		.7	
R^2	.03					1.4
AGE				.5		.1
22-29	110	8.2	.7		.7	
30-44	221	7.5	.7		.7	
45 and above	146	7.2	.7		.7	
MARITAL STATUS				.6		5.3**
Married	386	7.8	.7		.7	
Separated, Divorced, Widowed	48	7.2	.7		.6	
Single	43	5.9	.6		.5	
CHILDREN				.5		1.5
No Children	140	7.7	.7		.7	
At Least One Child Less than 6	115	8.3	.7		.7	
Children but None Less than 6	222	7.1	.7		.7	
CURRICULUM-TRAINING				.2		.1
Commercial	329	7.4	.7		.7	
Commercial to Academic	25	4.8	.6		.7	
Academic	68	9.2	.7		.7	
Academic to Commercial	55	7.8	.7		.7	

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TABLE 24 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Transformed Data[d] Mean	Transformed Data[d] F-Ratio	Adjusted[c] Transformed Data Mean	Adjusted[c] Transformed Data F-Ratio
EDUCATION				.4		1.1
Less than 12	40	5.3	.6		.6	
12 Years of School	336	7.9	.7		.7	
More than 12	101	6.9	.7		.6	
HIGHEST MANUAL-CLERICAL SCORE				2.9*		2.0
Above Average	172	6.8	.7		.7	
Average	105	8.7	.8		.8	
Below Average	95	7.3	.6		.6	
Did Not Take Manual Test(s)	105	7.8	.6		.7	
YEAR OF APPLICATION				.9		1.3
1967	80	8.3	.6		.7	
1968	71	7.3	.7		.7	
1969	81	6.2	.7		.7	
1970	54	6.1	.6		.6	
1971	47	5.6	.6		.6	
1972	57	10.1	.8		.8	
1973	87	8.6	.7		.7	
PERCENT TIME WORKED PRE-THS				.2		.9
0 - 10	183	8.3	.7		.7	
11 - 50	102	7.5	.7		.7	
51 - 80	77	7.2	.7		.7	
81 - 90	115	6.6	.7		.6	

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TABLE 24 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted Transformed Data[d] Mean	Unadjusted Transformed Data[d] F-Ratio	Adjusted[c] Transformed Data Mean	Adjusted[c] Transformed Data F-Ratio
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)				.5		.3
High Interest in LMI	119	7.6	.7		.7	
Average Interest in LMI	240	8.1	.7		.7	
Low Interest in LMI	118	6.5	.6		.7	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK				2.5		1.8
Preference for Temporary Work	120	8.5	.7		.7	
Prefer Temporary or Full-Time Work	238	7.6	.7		.7	
Preference for Full-Time Work	119	6.5	.6		.6	
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY				2.5		2.8
Interested in Variety	117	7.6	.7		.7	
Moderate Interest in Both	245	8.0	.7		.7	
Interested in Compatibility	115	6.3	.6		.6	
PERCENT HOUSEHOLD INCOME				5.2**		9.8**
1 - 5	250	6.4	.6		.6	
6 - 50	153	9.4	.7		.7	
51 - 100	74	7.7	.7		.8	

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TABLE 24 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Mean[b]	Unadjusted Transformed Data[d] Mean	Unadjusted Transformed Data[d] F-Ratio	Adjusted[c] Transformed Data Mean	Adjusted[c] Transformed Data F-Ratio
CAR AVAILABLE				.2		0
Yes	356	7.3	.7		.7	
No	121	8.3	.7		.7	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 21, p. 97.

[c]See footnote c, Table 21, p. 97.

[d]A logarithmic transformation was performed on the data since the distribution of number of days worked was skewed. For more details, see footnote 5, pp. 97-98.

The marital status of the reentrant has a significant impact on the average number of days per job when the effects of the other variables are removed. Single women are more likely to work shorter assignments than are the ever-married reentrants.

Even though not statistically significant, some variables show interesting relationships. The presence of children does not affect the average number of days per job--there is no difference in job length between women with children and those without children. This same relationship was noted previously for the length of affiliation. In addition, the year of application, which has been statistically significant in predicting most of the other THS work experiences, does not have major impact on the average number of days per job. This was not unexpected, as the average number of days per job should vary little over time. Furthermore, the length of the woman's possible exposure to the THS should not have a bearing on the length of the jobs she accepts.

Number of Companies to Which Assigned. Another measure of employment experience--and, in particular, the variety of this experience--is the number of different companies to which the respondents were assigned while employed at the THS. It can be assumed that by working for more than one THS customer, an employee was exposed to more types of jobs, supervisors, office routines, hours, etc., than if she worked for only one; she thus experienced more variety and diversity. The respondents were asked if they worked for only one company, a few companies, or many companies while at the THS. Over one-third of the women said they were assigned to only one company, while one-fourth said they worked for many different companies.

In order to analyze the data on the number of companies to which the women were assigned, the categories were collapsed into two: those who worked for only one company and those who were assigned to more than one firm. The mean shown in Table 25 is the percentage of those who were assigned to more than one company. Almost 65 percent of the reentrants were exposed to two or more firms while they were associated with the THS.

TABLE 25. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN THE PERCENTAGE OF REENTRANTS ASSIGNED TO MORE THAN ONE COMPANY

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	64.6		64.6	
R^2	.07				2.0**
AGE			.3		.1
22-29	110	62.7		62.7	
30-44	221	66.5		65.1	
45 and above	146	63.0		65.2	
MARITAL STATUS			.3		1.6
Married	386	64.2		63.0	
Separated, Divorced, Widowed	48	62.5		66.7	
Single	43	69.8		76.2	
CHILDREN			.5		.6
No Children	140	65.0		67.9	
At Least One Child Less than 6	115	60.9		61.8	
Children but None Less than 6	222	66.2		63.9	
CURRICULUM-TRAINING			.7		.5
Commercial	329	63.8		65.6	
Commercial to Academic	25	72.0		64.0	
Academic	68	60.3		58.1	
Academic to Commercial	55	70.9		66.7	
EDUCATION			1.6		1.0
Less than 12	40	52.5		57.2	
12 Years of School	336	64.9		64.1	
More than 12	101	68.3		69.1	

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TABLE 25 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			5.0**		2.9*
Above Average	172	68.0		65.6	
Average	105	76.2		74.5	
Below Average	95	56.8		60.8	
Did Not Take Manual Test(s)	105	54.3		56.5	
YEAR OF APPLICATION			2.7		3.5**
1967	80	63.8		63.3	
1968	71	63.4		63.5	
1969	81	67.9		67.4	
1970	54	61.1		58.4	
1971	47	80.8		85.1	
1972	57	73.7		73.9	
1973	87	50.6		50.6	
PERCENT TIME WORKED PRE-THS			3.0*		4.8**
0 - 10	183	72.1		74.6	
11 - 50	102	56.9		58.8	
51 - 80	77	64.9		61.4	
81 - 90	115	59.1		55.9	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			.6		0
High Interest in LMI	119	63.9		64.3	
Average Interest in LMI	240	66.7		64.4	
Low Interest in LMI	118	61.0		65.2	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			5.3*		6.2*
Preference for Temporary Work	120	75.8		77.0	
Prefer Temporary or Full-Time Work	238	63.0		62.0	
Preference for Full-Time Work	119	56.3		57.2	

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TABLE 25 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			1.1		1.3
Interested in Variety	117	70.1		70.6	
Moderate Interest in Both	245	62.0		63.0	
Interested in Compatibility	115	64.3		61.7	
PERCENT HOUSEHOLD INCOME			2.5		3.3*
1 - 5	250	60.4		59.8	
6 - 50	153	71.2		71.8	
51 - 100	74	64.9		65.8	
CAR AVAILABLE			.5		.3
Yes	356	65.4		63.9	
No	121	62.0		66.5	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 21, p. 97.

[c]See footnote c, Table 21, p. 97.

The unadjusted data reveal that women who scored average or above on a manual test were more likely to be assigned to more than one firm. The year of application is also significantly related to working at more than one firm; the women who had the least exposure to the THS--those who applied in 1973--tended to work at fewer companies than did the earlier applicants. Women who worked least in the pre-THS period (10 percent or less of the time) were more inclined to accept assignments at more than one firm. Reentrants with a preference for temporary work were more likely to work at more than one firm than were those who wanted full-time employment (75.8 percent vs. 56.3 percent).

The same significant variables noted above for the unadjusted data are also significant when the data are adjusted for the effects of the other variables in the model. In addition, the percent of the household income a woman earned while at the THS has a major impact on working at more than one firm. Reentrants who provided between 6 and 50 percent of the household income were more inclined to work at two or more firms. However, the reason for this is not readily apparent.

The higher-skilled women, as measured by the manual-clerical test, were more inclined to work at more than one firm. This probably reflects the fact that being highly skilled, they were offered more assignments by the THS. Also, the year of application affects the number of companies assigned to in the expected manner. As was the case with affiliation and number of days worked, reentrants who applied to the THS in 1973 did not have as much possible exposure to the THS at the time of the interview and consequently showed a relatively low 50.6 percent working at more than one firm.

Women who had the least work experience before the THS were more likely to work at more than one firm than were those who were employed a greater percent of the time in the pre-THS period. The lack of a car apparently did not hinder a woman's ability to work at more than one company. Since such a reentrant did not have an above-average refusal rate on THS jobs, the data suggest that companies using the THS service were readily accessible through public transportation or similar arrangements.

Women who preferred temporary employment (Factor 2) tended to work for more companies than those who wanted full-time employment. This may have been the case because women who desire part-time work generally know the assignments are of relatively short duration. Given this preference and the fact that they stayed longer at THS as measured by total affiliation and averaged a higher number of assignments, their exposure to more companies appears quite plausible.

Although we had hypothesized that women seeking labor market information (Factor 1) would work for a greater number of companies, the adjusted data indicate no significant differences between those with an interest in labor market information and those with a low interest in this area. Similarly, if a woman chose a THS for variety (Factor 3), we expected her to have more assignments to different companies. Although women interested in variety were more likely to work at more than one company, as opposed to reentrants testing the compatibility of work with their other obligations, the difference is not statistically significant. At best, it might be inferred that their needs changed once they began working or that they were able to satisfy their needs by working for relatively few companies.

Job Classifications. In addition to working several assignments, at least some of the reentrants were able to work in more than one job classification. For example, one assignment could be as a typist, while another could be strictly filing work or the operation of office machines. Obviously, the possibility of working in more than one job classification is conditional upon the skills which the woman brings to the THS. It is also dependent upon the types of assignments offered the reentrants by the THS. Nonetheless, to the extent the THS is able to provide an outlet for their employees, the greater is the variety of work experiences at the THS and the resultant possibility of women learning of those types of jobs which they enjoy the most. Women who previously had never worked in these job classifications may be able to learn new skills in the process. Experiences in more than one job classification could help a woman decide what type of job she would like

after the THS period.[12]

In working in these classifications, the most frequently utilized skill was typing, as almost 66 percent of the reentrants reported using this skill at the THS. Next came general office skills (principally filing), which were mentioned by 58 percent of the women. Shorthand (23 percent), operation of office machines (20 percent) and bookkeeping/accounting (15 percent) were the other frequently mentioned skills.

The data on job classifications were compiled into the dichotomous variable of one job classification or more than one. The figures in Table 26 show the percent of the reentrants who worked in more than one job classification. Overall, 43.4 percent of the women had such experience.

Based on the unadjusted data, four variables are significantly related to having worked in more than one job classification: education, highest manual-clerical score, year of application and availability of a car. About 45 percent of those with 12 years or more of schooling worked in more than one classification, versus only 25 percent of those who did not finish high school. Women with average clerical-manual scores were more likely to work in more than one job classification at THS than were reentrants who scored above or below average or never took the tests. The relationship between year of application and working in more than one job classification is not clear. About one-third of the women who applied in 1970 and 1973 worked in only one job classification. Of reentrants who applied to the THS in 1971, however, 63.8 percent had experience in more than one classification. Women with a car available were more likely to report working in multiple job classifications than were those without a car.

When the effects of the other variables in the model are controlled for, four variables are statistically significant in predicting work in more than one job classification. They are: presence and age of children, scores

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[12]This is not to imply that all women who use the THS leave after a short period of time. Some women make a career choice of employment with the THS.

TABLE 26. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN THE PERCENTAGE OF REENTRANTS WHO WORKED IN MORE THAN ONE JOB CLASSIFICATION

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	43.4		43.4	
R^2	.05				1.8*
AGE			.2		.5
22-29	110	44.5		47.5	
30-44	221	44.3		41.8	
45 and above	146	41.1		42.7	
MARITAL STATUS			.2		.8
Married	386	42.7		42.2	
Separated, Divorced, Widowed	48	47.9		50.8	
Single	43	44.2		46.2	
CHILDREN			1.2		3.4*
No Children	140	46.4		50.7	
At Least One Child Less than 6	115	37.4		34.8	
Children but None Less than 6	222	44.6		43.2	
CURRICULUM-TRAINING			.6		.3
Commercial	329	42.2		43.8	
Commercial to Academic	25	48.0		43.6	
Academic	68	41.2		38.9	
Academic to Commercial	55	51.0		46.6	
EDUCATION			3.0*		2.0
Less than 12	40	25.0		28.9	
12 Years of School	336	45.2		45.2	
More than 12	101	44.6		43.0	

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TABLE 26 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			6.3**		4.3**
Above Average	172	45.3		43.8	
Average	105	58.1		55.7	
Below Average	95	38.9		41.7	
Did Not Take Manual Test(s)	105	29.5		31.9	
YEAR OF APPLICATION			2.1*		2.3*
1967	80	42.5		44.7	
1968	71	46.5		46.6	
1969	81	44.4		42.0	
1970	54	37.0		35.0	
1971	47	63.8		65.3	
1972	57	42.1		41.0	
1973	87	34.5		35.7	
PERCENT TIME WORKED PRE-THS			1.2		1.1
0 - 10	183	46.4		47.7	
11 - 50	102	36.3		39.0	
51 - 80	77	48.1		45.4	
81 - 90	115	41.7		39.1	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			.8		.2
High Interest in LMI	119	41.2		41.7	
Average Interest in LMI	240	46.3		44.9	
Low Interest in LMI	118	39.8		42.0	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			2.6		3.0
Preference for Temporary Work	120	50.8		51.4	
Prefer Temporary or Full-Time Work	238	43.3		43.0	
Preference for Full-Time Work	119	36.1		36.1	

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TABLE 26 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			.8		1.9
Interested in Variety	117	44.4		43.7	
Moderate Interest in Both	245	45.3		46.8	
Interested in Compatibility	115	38.3		36.0	
PERCENT HOUSEHOLD INCOME			.5		.5
1 - 5	250	41.2		41.3	
6 - 50	153	45.8		45.3	
51 - 100	74	45.9		46.6	
CAR AVAILABLE			6.0*		3.7
Yes	356	46.6		45.9	
No	121	33.9		36.1	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 21, p. 97.

[c]See footnote c, Table 21, p. 97.

on the manual-clerical test, year of application, and preference for temporary work. Slightly over 50 percent of the women without children, for example, had experience in more than one classification. About 43 percent of the mothers with children over 6 also reported work in various classifications. In contrast, only about 35 percent of women with young children had the same experience.

Reentrants who scored average in the manual-clerical test were more likely to work in more than one job classification; 55.7 percent of these women had experience in more than one job classification vs. 43.8 percent of the above average, 41.7 percent of the below average, and 31.9 percent of those who did not take a manual-clerical test. Since the above-average group tended to refuse more jobs than did the others (Table 27), they too might have shown a larger percentage working in more than one classification had they not been so selective.

The absence of a clear relationship between year of application and work in more than one classification is again evidenced in the data when adjusted for the other variables in the model. Over half the reentrants who preferred temporary work, however, were employed in more than one classification while at the THS. The same women also tended to remain affiliated for a longer period of time and to have more jobs (Tables 21 and 23).

Number of Refusals per Month. As discussed previously, THS employees were free to refuse jobs for any reason. They recognized, however, that after a number of refusals the THS might be less inclined to offer them work. We assume, therefore, that among comparable women those who had the greatest desire to work would refuse fewer jobs. Moreover, the number of refusals is, other things equal, a negative measure of experience; it indicates the additional assignments the reentrants might have had but did not accept (regardless of the reason).

One job refusal per month was reported by 35.0 percent of the women; 18.7 percent said they refused more than one job per month; and 46.3 percent did not refuse any jobs. Overall, the women refused an average of one job per month. If this is multiplied by the mean days per job (7.5), the average days of work refused each month may be estimated at

TABLE 27. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN AVERAGE NUMBER OF REFUSALS PER MONTH

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	1.0		1.0	
R^2	.02				.8
AGE			2.1		2.3
22-29	110	1.1		1.0	
30-44	221	1.1		1.1	
45 and above	146	.7		.7	
MARITAL STATUS			.3		1.0
Married	386	1.0		1.0	
Separated, Divorced, Widowed	48	.8		.7	
Single	43	.9		.6	
CHILDREN			.2		0
No Children	140	1.0		1.0	
At Least One Child Less than 6	115	1.0		.9	
Children but None Less than 6	222	.9		.9	
CURRICULUM-TRAINING			.6		.3
Commercial	329	1.0		1.0	
Commercial to Academic	25	.8		.8	
Academic	68	1.2		1.1	
Academic to Commercial	55	.7		.8	
EDUCATION			.3		.1
Less than 12	40	.8		1.1	
12 Years of School	336	.9		.9	
More than 12	101	1.1		1.0	

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TABLE 27 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			2.0		2.6*
Above Average	172	1.3		1.3	
Average	105	.8		.8	
Below Average	95	.8		.7	
Did Not Take Manual Test(s)	105	.7		.8	
YEAR OF APPLICATION			1.0		.9
1967	80	.8		.8	
1968	71	.9		1.0	
1969	81	.7		.8	
1970	54	.8		.8	
1971	47	1.1		1.1	
1972	57	.9		.9	
1973	87	1.4		1.4	
PERCENT TIME WORKED PRE-THS			.6		.3
0 - 10	183	.8		.9	
11 - 50	102	1.1		1.1	
51 - 80	77	1.1		1.1	
81 - 90	115	.9		.9	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			1.2		1.1
High Interest in LMI	119	.9		.7	
Average Interest in LMI	240	1.1		1.1	
Low Interest in LMI	118	.7		1.0	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			.4		.4
Preference for Temporary Work	120	1.1		1.1	
Prefer Temporary or Full-Time Work	238	.9		.9	
Preference for Full-Time Work	119	1.0		1.1	

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TABLE 27 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			1.5		.9
Interested in Variety	117	1.2		1.2	
Moderate Interest in Both	245	.8		.9	
Interested in Compatibility	115	.9		.9	
PERCENT HOUSEHOLD INCOME			.1		.4
1 - 5	250	1.0		1.0	
6 - 50	153	1.0		.9	
51 - 100	74	.9		.8	
CAR AVAILABLE			0		.1
Yes	356	.9		.9	
No	121	1.0		1.0	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 21, p. 97.

[c]See footnote c, Table 21, p. 97.

7.5, or about 38 percent of the working month. Thus, the women apparently had the opportunity to work much more than they actually did.

An examination of the unadjusted means (Table 27) reveals no variables which are statistically significant in determining the number of refusals per month.[13] When the means are adjusted for the effects of the other variables in the model, the highest manual-clerical score is shown to be significantly related to the average number of refusals per month. Those who were above average in manual-clerical skill refused an average of 1.3 jobs per month, more than 50 percent above the refusals reported by those with average or below skills or women who never took a test. As was shown above (Table 22), women with the highest manual scores also worked the greatest number of days. With their skill level and the dominance of manual skill jobs at the THS (typist, keypuncher, bookkeeper, etc.), these women could perhaps better afford to be selective in accepting assignments since they were in such demand.

Age, though not statistically significant in either the adjusted or unadjusted data, bears a systematic relationship to job refusals: the younger a woman, the more likely she is to decline assignments. Younger women may feel they can rather easily get work elsewhere (e.g., other THSs, direct employment). Older women may see their opportunities as much more limited.

Marital status and children, while not statistically significant, are also of some interest in analyzing refusals per month. Married women tend to refuse about two-thirds more jobs on average than single women. Since the data are controlled for children, this high rate of refusals appears indicative of household responsibilities other than rearing of children. Although it was felt that children would affect

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[13]The lack of explanatory power in this model may be partially attributable to a problem of recall. During the personal interviews, the women were asked about their refusals of THS assignments; this required them to recall events which took place possibly six years previously. All of the other THS experience measures, however, were developed from the records of the THS.

the number of refusals per month--i.e., women with children, particularly those with pre-schoolers, would refuse more jobs--the data indicate no difference in refusals because of children. Women without children and women with older children refuse just about the same number of jobs per month as do reentrants with younger children. It may be that women with child-care responsibilities had made satisfactory arrangements to deal with these obligations prior to registering at the THS or that the flexibility of the THS arrangement does not place women with children at a comparative disadvantage.

SUMMARY

Through the measures analyzed in this chapter, we are able to develop a profile of the reentrants' work experiences while at the THS. The women were on the THS list of active employees for an average of eight and one-half months; during this period the typical reentrant worked a total of forty days, the equivalent of two months of full-time employment. Close to 70 percent of the women accepted more than one assignment from the THS; the average job (i.e., assignment) lasted between 7 and 8 days. In terms of variety in firms and work performed, about two out of every three women worked at more than one company, and close to half the reentrants toiled in more than one job classification. Not surprisingly, typing and general office duties were the most frequently mentioned classifications. On the average, the women declined one assignment for each month they were associated with the THS.

Two major inferences can be drawn from the above data. Although the term "Temporary Help Services" is derived from the demand by firms for temporary assistance, the temporary nature of the arrangement is equally apparent on the supply side. That is, women are temporary employees in that they tend to use the THS for a relatively short period of time. Moreover, the "variety" aspects of THS employment are evident from the preceding statistics. Within a relatively short period, the typical woman had at least two different assignments, worked in a minimum of two company settings and had a good chance of working in more than one job classification. It is doubtful that such varied experiences, within the given time frame, could be gained anywhere but through a THS.

Overall, three explanatory variables emerged most frequently in predicting work experience at the THS. Women who chose a THS because they preferred temporary work tended to stay the longest, work more days, be assigned to more companies, have a greater number of jobs, and work in more job classifications. Those who were unable or unwilling to accept full-time employment did well by our measures of success. This suggests that women who are predisposed to intermittent or short-term work periods, regardless of the reason, tend to be successful at a THS.

The year a woman applied at the THS was also related to four of her work experience measures. However, the relationship between year of application and subsequent THS experience is not always clear. Only in the case of length of a woman's stay with the THS is the relationship obvious: the earlier a woman applied, the longer she was likely to remain associated with the THS. No doubt this is partly a function of the operation of a THS, which permits a woman to become an active employee again simply by notifying the THS of her availability.

The third explanatory variable which was prominent in our analysis of the THS experience was the percent of household income earned by the women, a completely new variable in this chapter. The addition of this explanatory variable proved justified in that it contributed to the analysis of four work experience measures. Women who contributed more than 5 but not over 50 percent of their household's income worked a greater number of days, had more jobs, averaged more days on each job, and worked at more firms. It may be that those women whose households were somewhat (but not completely) dependent on their earnings were required to work more as temporary employees--more days, more jobs,etc. Reentrants who furnished over half the family income, on the other hand, were more likely to be interested in permanent employment. These women tended to remain at the THS a shorter time, and consequently showed fewer days worked and jobs accepted.

It is noteworthy that two variables which normally restrict work activities were of little importance in predicting the THS work experiences. Marriage and the presence of children often inhibit a woman's labor market activities; with a THS, however, these potentially restrictive influences

are minimized. In fact, there are no real differences among the various marital categories with respect to number of days worked and other experience measures. The same holds true for children; that is, women with children, even those with pre-schoolers, were as successful at the THS as were reentrants with no children. This suggests that the THS arrangements, with provisions for flexible schedules and the opportunity to refuse assignments, allow women with greater household responsibilities to successfully mesh work with their other commitments.

In addition to determining what the women did while at the THS, we were interested in their evaluations of the THS experiences, the subject of the next chapter. Rather than incorporate all of the seven highly correlated THS experience measures as separate explanatory variables in analyzing the evaluations, we have chosen to use the number of days worked as a comprehensive measure of the experience obtained at the THS.

VII. REENTRANTS' ASSESSMENT OF THE THS

The previous chapter examined the THS period in terms of seven work experience variables. Of interest now is the reentrants' assessment of the THS arrangement.

Several questions were posed concerning the women's evaluations of the THS. These questions concerned the labor market information acquired during the period, the degree to which their skills improved while at the THS, how the women felt their wages compared to earnings on a permanent job, extent to which their needs were met, and if they would return to the THS.

In this section we use the same explanatory variables employed in analyzing the THS work experience.[1] The number of days worked at the THS is added to the model to examine whether the reentrants' work experience influenced their evaluation of the THS. Due to the inevitable multicollinearity which would result if a number of THS work experiences were included as separate explanatory variables, the model includes only one comprehensive measure of experience--number of days worked at THS--rather than a number of highly correlated ones.

EVALUATION OF THE THS

Labor Market Information Acquired While at THS. One of the special characteristics of the temporary help industry is that it serves as an information clearing house for its employees, in pursuance of its primary intent which is to match employees with employers. On the very day she applies, a woman acquires some information about the types of jobs

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[1]The interpretation of the year of application variable is the same in this chapter as it was for the analysis of the women's THS experiences. See footnote 5, pp. 94-95 for a full explanation of the interpretation.

available through a THS and the wage rates paid by the THS. When a woman accepts a THS assignment, she comes in contact with the regular employees who perform a wide variety of jobs, and she may acquire some information about salaries and job vacancies. The more THS offerings she accepts and the more diverse the assignments, the higher the probability she will be exposed to a broad range of job opportunities. It is safe to assume that labor market information of this nature has a carry-over value when she terminates her affiliation with the THS. A series of questions asked respondents if they acquired specific pieces of labor market information and if this proved useful in the post-THS period.

One aspect of labor market information which would be most useful to the reentrant is current salaries paid for various clerical jobs. Because most reentrants had not worked for some time, it may be assumed that when they applied at the THS they had little knowledge of salaries. The pay scales of the THS thus provided the first concrete indication of what they might receive by way of a salary. In terms of opportunity costs, salary information is important to the women who must weight income to be received versus the costs of employment (e.g., transportation, child care arrangements, etc.). Since associations with the THS are generally of relatively short duration and since many women are interested in going on to other full- or part-time work elsewhere, a knowledge of the salaries paid for non-THS work may be particularly important in their ultimate decision to remain in or leave the labor force. It is reasonable to assume, therefore, that in working an assignment for the THS, the women would attempt to gain some information on clerical salaries paid to the regular employees of the THS customers.

The THS experience could also enable reentrants to obtain information on kinds of jobs for which they might qualify. During their time at the THS many of the women had the opportunity to work in more than one job classification. Additionally, when on assignment for the THS the women are exposed to a variety of jobs being performed by the customer's regular personnel. From both these aspects of the THS experience, the women should be able to broaden their perspectives on the jobs they might be able to obtain once they leave the THS.

Through their assignments with the THS, the reentrants had the potential to identify companies which were hiring persons with skills similar to theirs. The fact that almost 65 percent of the women worked at more than one company indicates that many reentrants were exposed to a variety of possible employers. Because the THS affiliation is not a permanent one for most women, some knowledge of prospective employers might prove helpful in the post-THS period.

In order to ascertain whether THS actually provided reentrants with valuable labor market information, the respondents were asked three questions relative to labor market information: if the THS experience helped in understanding salary ranges, if they obtained information on the kinds of jobs for which they might qualify, and if the experience enabled them to identify potential employers. The four possible responses were assigned values of 4 (very helpful), 3 (moderately helpful), 2 (little help), or 1 (no help). A composite labor market information variable, with a range of 12 to 3, was derived by combining the scores from the three questions for each reentrant. A value of 7 or above meant that a woman found the THS to be helpful in learning about the labor market. The results shown in Table 28 are the percent of the women who indicated that the THS was helpful in acquiring labor market information.

Overall, two out of every five reentrants found the THS experience to be of some aid in acquiring labor market information. The unadjusted data show three variables to be statistically significant relative to acquisition of useful labor market information.[2] Women who wanted temporary work were over 50 percent more likely to have found the THS of help in learning about salaries, jobs, and potential employers than reentrants who wanted full-time work (45.8 percent vs. 31.1 percent). Moreover, about 48 percent of the women who wanted variety in people and places rated the THS as helpful in acquiring labor market information, while only about 35 percent of those interested in testing work found the THS experience beneficial. Reentrants who worked

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[2]The reader is cautioned to interpret these results, as well as most of the others in this chapter, with care because of the low explanatory power of the models. See Chapter I on the limitations of the study.

TABLE 28. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN PERCENTAGE OF REENTRANTS WHO REPORTED THS HELPFUL IN ACQUIRING LABOR MARKET INFORMATION

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	477	38.6		38.6	
R^2	.07				2.0**
AGE			.2		.4
22-29	110	36.4		37.3	
30-44	221	38.9		37.2	
45 and above	146	39.7		41.6	
MARITAL STATUS			0		.8
Married	386	38.9		37.4	
Separated, Divorced, Widowed	48	37.5		40.9	
Single	43	37.2		46.6	
CHILDREN			1.8		4.5*
No Children	140	32.1		28.6	
At Least One Child Less than 6	115	40.0		42.9	
Children but None Less than 6	222	41.9		42.6	
CURRICULUM-TRAINING			.4		0
Commercial	329	40.1		38.7	
Commercial to Academic	25	36.0		40.5	
Academic	68	33.8		38.4	
Academic to Commercial	55	36.4		36.9	
EDUCATION			.5		2.1
Less than 12	40	42.5		51.6	
12 Years of School	336	39.3		38.6	
More than 12	101	34.7		33.5	

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TABLE 28 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			.9		.5
Above Average	172	40.7		41.0	
Average	105	42.9		37.5	
Below Average	95	36.8		40.3	
Did Not Take Manual Test(s)	105	32.4		34.1	
YEAR OF APPLICATION			.7		.6
1967	80	42.5		41.9	
1968	71	42.3		42.0	
1969	81	38.3		38.3	
1970	54	44.4		43.1	
1971	47	27.7		30.0	
1972	57	35.1		32.9	
1973	87	36.8		38.5	
PERCENT TIME WORKED PRE-THS			1.3		.7
0 - 10	183	42.6		40.5	
11 - 50	102	39.2		39.3	
51 - 80	77	29.9		31.8	
81 - 90	115	37.4		39.4	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			1.3		1.3
High Interest in LMI	119	42.9		43.8	
Average Interest in LMI	240	39.2		38.2	
Low Interest in LMI	118	33.1		34.1	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			2.9*		1.6
Preference for Temporary Work	120	45.8		44.3	
Prefer Temporary or Full-Time Work	238	38.7		38.3	
Preference for Full-Time Work	119	31.1		33.4	

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Table 28 -- Continued

Explanatory Variable	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			2.9*		2.9*
Interested in Variety	117	47.9		47.5	
Moderate Interest in Both	245	35.9		36.3	
Interested in Compatibility	115	34.8		34.3	
PERCENT HOUSEHOLD INCOME			2.5		.9
1 - 5	250	34.8		36.9	
6 - 50	153	45.8		42.6	
51 - 100	74	36.5		35.7	
CAR AVAILABLE			1.9		5.8*
Yes	356	36.8		35.6	
No	121	43.8		47.4	
NUMBER OF DAYS WORKED AT THS			12.8**		11.6**
1 - 5	99	22.2		21.5	
6 - 20	190	34.2		35.2	
21 - 40	74	37.8		39.4	
More than 40	114	60.5		58.6	

*$p < .05$.

**$p < .01$.

[a]Fifteen cases are deleted from the analysis because of missing data.

(Continued on next page)

TABLE 28 -- footnotes continued

[b]The unadjusted means presented in the tables can be used to analyze the bivariate relationship between each explanatory variable and the dependent variable. These unadjusted means are simply descriptive statistics which allow us to present the average value of the dependent variable for each classification of the explanatory variable.

[c]The adjusted means presented in the tables can be used to analyze the multivariate relationship between the explanatory variables and the dependent variable. The mean of the dependent variable in each classification is adjusted for the effects of all other variables in the model. In this model we control for age, marital status, children, curriculum-training, education, highest manual-clerical score, year of application, percent time worked pre-THS, Factor 1, Factor 2, Factor 3, percent household income, car available, and number of days worked at THS.

the greatest number of days at the THS also were much more positive in their evaluation of the THS experience as a labor market information source than were those who worked the least.

The adjusted results show a somewhat different picture, however. Controlling for the other variables in the model, interest in variety and number of days worked at THS are again significant. In addition, children and availability of a car are also shown to be significantly related to evaluating the THS experience as helpful in gaining labor market information.

Women with children were 50 percent more likely to rate the THS as helpful in the labor market information area than were those without children. The model incorporates percent time worked pre-THS; however, this covers only a five-year period. It is possible that the reentrants with children were out of the labor force much longer than five years and therefore were in a position to learn the most about salaries, jobs, and possible employers.

The women who scored high on Factor 3 (those interested in variety) tended to see the THS more favorably in terms of labor market information than did those whose interest was compatibility of work with their other obligations. Those women who did not have a car available saw the THS experience in a more favorable light than did those with their own transportation. It might be suggested that reentrants without cars were able to acquire information on firms which could be reached via public transportation or through other arrangements, e.g., a ride with someone in her neighborhood.

It is not surprising that the longer a woman worked at the THS, the more likely she was to see the experience as helpful in learning about certain aspects of the labor market. One would expect that, other things being equal, the more a reentrant worked for the THS, the greater would be her accumulation of labor market knowledge.

Improvement of Skills. As reported in the Bell study, the typical reentrant has "some rusty and out-of-date office

skills" upon her return to the labor force.[3] For such a woman, THS employment offers the possibility not only of testing but also of "brushing up" or "updating" these skills in preparation for work with a conventional employer. The reentrants in this study were not gainfully employed for at least six months prior to registering at the THS and many appeared to be concerned with their "rusty/unused" skills. In fact, as was noted in Chapter IV, over 50 percent of the women rated "to gain experience or improve skills" as very or somewhat important in their decision to return to work.

When the reentrants were asked if their skills improved while at the THS, 19.3 percent felt they had improved a great deal, 22.6 percent moderately, 11.2 percent little improvement, and 44.7 percent none at all.[4] In the MCA, the categories were collapsed into a dichotomous variable: improved skills (including great deal and moderately) or did not improve skills (little or no improvement). The data shown in Table 29 are percentages of women who reported an improvement in skills.

In all, nine variables are significantly related to a perceived improvement in skills. Mothers with older children only were from one-fourth to one-half more likely to feel their skills improved than were women with pre-schoolers and those with no children. Also, over 47 percent of the reentrants with 12 years of school reported an increase in skills, versus 39.8 percent of those with some college and 18.4 percent of the women without a high school diploma. Within the manual-clerical test score variable, women who scored average on the test were much more likely to see an improvement in skills. Reentrants who earned between 6 and 50 percent of the household's income had more of a tendency to note increased skill levels than did those earning less than 6 percent or more than 50 percent of the household's income.

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[3]Linda Bell, Women Returning to the Labour Force: A First Report (Toronto, Canada: Ontario Department of Labor, Women's Bureau, 1969), p. 6.

[4]No response was received from 2.2 percent of the women. Text data differ from those shown in Table 29, since these nonrespondents and others with missing data are not included in the MCA.

TABLE 29. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN PERCENTAGE OF REENTRANTS WHO REPORTED IMPROVED SKILLS WHILE AT THE THS.

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	466	43.3		43.3	
R^2	.24				5.2**
AGE			.8		.1
22-29	107	41.1		43.2	
30-44	217	46.5		42.7	
45 and above	142	40.1		44.4	
MARITAL STATUS			.4		0
Married	378	44.2		43.3	
Separated, Divorced, Widowed	47	42.6		43.3	
Single	41	36.6		44.0	
CHILDREN			4.4**		3.9*
No Children	136	34.6		35.9	
At Least One Child Less than 6	113	40.7		41.6	
Children but None Less than 6	217	50.2		48.9	
CURRICULUM-TRAINING			.4		.8
Commercial	322	42.9		41.3	
Commercial to Academic	24	37.5		49.9	
Academic	65	43.0		48.2	
Academic to Commercial	55	49.1		47.0	
EDUCATION			6.2**		5.0**
Less than 12	38	18.4		32.6	
12 Years of School	330	47.3		47.4	
More than 12	98	39.8		33.8	

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TABLE 29 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			10.9**		4.5**
Above Average	167	45.5		43.2	
Average	103	63.1		55.5	
Below Average	93	36.6		40.6	
Did Not Take Manual Test(s)	103	26.2		33.9	
YEAR OF APPLICATION			.5		.9
1967	79	43.0		43.4	
1968	67	35.8		34.5	
1969	79	46.8		44.5	
1970	53	49.1		46.6	
1971	47	38.3		39.5	
1972	55	43.6		42.0	
1973	86	45.3		50.2	
PERCENT TIME WORKED PRE-THS			4.8**		5.3**
0 - 10	180	53.9		53.1	
11 - 50	99	39.4		41.0	
51 - 80	76	32.9		35.5	
81 - 90	111	36.9		35.1	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			2.5*		1.7
High Interest in LMI	116	49.1		49.8	
Average Interest in LMI	233	44.6		41.0	
Low Interest in LMI	117	35.0		41.6	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			7.4**		4.5*
Preference for Temporary Work	119	56.3		53.4	
Prefer Temporary or Full-Time Work	231	42.4		40.7	
Preference for Full-Time Work	116	31.9		38.2	

(Continued on next page)

TABLE 29 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			4.3**		6.2**
Interested in Variety	113	54.9		55.7	
Moderate Interest in Both	240	38.3		38.8	
Interested in Compatibility	113	42.5		40.7	
PERCENT HOUSEHOLD INCOME			10.6**		7.8**
1 - 5	244	34.4		35.9	
6 - 50	151	57.6		52.6	
51 - 100	71	43.7		49.3	
CAR AVAILABLE			0		2.6
Yes	348	43.4		41.5	
No	118	43.2		48.9	
NUMBER OF DAYS WORKED AT THS			27.6**		18.8**
1 - 5	98	19.4		22.7	
6 - 20	183	33.9		37.1	
21 - 40	72	55.6		55.6	
More than 40	113	71.7		63.5	

*$p < .05$.

**$p < .01$.

[a]Twenty-six cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 28, p. 141.

[c]See footnote c, Table 28, p. 141.

Generally, women who worked the least in the pre-THS period were more likely to see their skills improved as a result of the THS. In addition, women who preferred temporary work were significantly above those who wanted full-time work in their feeling of skill improvement. Reentrants interested in variety were also more likely to conclude that they had bettered their skills. Not surprisingly, there is a direct relationship between number of days worked and improved skills; the more the reentrant worked at THS, the more she was inclined to report improvement in this area.

Even when the data are adjusted for the effects of intercorrelations among the explanatory variables, children are still significantly related to an improvement in skills. More mothers with children over 6 tended to see an improvement in skills than women with younger children or none at all. It could be that these were the women out of work the longest (that is, beyond the five-year period included in the model) and were thus in a position to see their "rusty" skills improve the most.

Reentrants with 12 years of school were more inclined to see an improvement in skills than those with either more or less education. This was somewhat surprising, as we had expected those with the least education--high school dropouts--to be in a position to receive the greatest benefit by way of improvement in skills. Those with an average score on the manual-clerical test were more likely to see their skills improve through THS. This result can be attributed, at least in part, to the fact that they tended to work in more job classifications.

Over 52 percent of the women who earned 6-50 percent of the household income and 49.3 percent of those earning over half the household income felt their skills improved. By contrast, only 36.3 percent of those furnishing a small amount of the earnings (1-5 percent) noted increased skill levels.

The percent time worked pre-THS is also related to an improvement in skills; those who worked the least in the five years before the THS tended to see the greatest change in skills. For those women who were out of work the most, the THS experience was apparently more beneficial in increasing skill levels.

Once again, a high preference for THS-type work is related to a favorable evaluation in terms of improvement in skills. The women interested in work variety (people and places) also tended to report an improvement; over 55 percent of these reentrants saw their skills increase as a result of the THS. Not surprisingly, improvement in skills is directly related to the amount of time a woman worked at the THS. Those who worked more than 40 days were about three times more likely to report an increased skill level than were the women who worked five or fewer days.

Comparison of Wages. In Chapter IV it was shown that the majority of the women returned to work to earn money. In their choice of a THS, however, the women may have been willing to trade off some of the financial gain in order to take advantage of other aspects of the THS arrangement, e.g., the ability to refuse jobs. We felt we could obtain some indication of this tradeoff by asking the reentrants to compare their wages at THS with what they thought they could earn on a permanent job. The results were as follows: 1.4 percent said their THS wages were much higher, 6.3 percent slightly higher, and 19.7 percent felt their wages were about the same; 31.1 percent said they were slightly lower at the THS, while 35.6 percent stated THS wages were much lower.[5] For analytical purposes these categories were collapsed into a dichotomous variable: THS wages were much lower versus all the other replies. The data shown in Table 30 thus describe the proportions who felt THS wages were much lower than what they thought they could get on a permanent job.

From the unadjusted data, only manual-clerical score and preference for temporary work (Factor 2) are significantly related to a reply of "much lower" with respect to THS wages. Reentrants with an above average clerical test score tended to see THS wages as much lower. Women who wanted full-time work were more likely to feel that THS wages were lower than what they could earn on a permanent job than those who

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[5]No response was received from 5.9 percent of the women. Text data differ from those shown in Table 30, since these nonrespondents and others with missing data are not included in the MCA.

TABLE 30. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN PERCENTAGE OF REENTRANTS WHO FELT THS WAGES WERE MUCH LOWER THAN A PERMANENT JOB

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	448	37.5		37.5	
R^2	.02				1.2
AGE			.8		.6
22-29	104	43.4		40.4	
30-44	212	34.4		34.9	
45 and above	132	40.2		39.5	
MARITAL STATUS			.4		2.3
Married	363	38.3		39.6	
Separated, Divorced, Widowed	46	37.0		33.1	
Single	39	30.8		23.1	
CHILDREN			1.0		1.3
No Children	130	42.3		42.2	
At Least One Child Less than 6	107	33.6		32.1	
Children but None Less than 6	211	36.5		37.3	
CURRICULUM-TRAINING			1.3		2.4
Commercial	309	37.2		39.5	
Commercial to Academic	24	33.3		22.8	
Academic	64	46.9		43.2	
Academic to Commercial	51	29.4		25.1	
EDUCATION			1.7		3.5*
Less than 12	36	30.6		26.7	
12 Years of School	317	36.0		35.5	
More than 12	95	45.3		48.2	

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TABLE 30 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			2.8*		2.1
Above Average	163	46.0		44.6	
Average	102	34.3		36.2	
Below Average	86	30.2		30.6	
Did Not Take Manual Test(s)	97	33.0		33.1	
YEAR OF APPLICATION			.1		.1
1967	78	39.7		41.1	
1968	66	34.8		36.9	
1969	71	38.0		38.5	
1970	51	35.3		34.9	
1971	47	38.3		35.7	
1972	52	36.5		36.2	
1973	83	38.6		37.2	
PERCENT TIME WORKED PRE-THS			1.5		1.2
0 - 10	171	33.9		33.4	
11 - 50	95	32.6		35.0	
51 - 80	76	43.4		42.8	
81 - 90	106	43.4		42.7	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			1.1		.3
High Interest in LMI	110	32.7		34.6	
Average Interest in LMI	227	37.4		37.7	
Low Interest in LMI	111	42.3		40.0	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			2.7		3.8**
Preference for Temporary Work	117	39.3		37.8	
Prefer Temporary or Full-Time Work	221	32.6		32.2	
Preference for Full-Time Work	110	45.5		47.7	

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TABLE 30 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			.8		2.0
Interested in Variety	111	33.3		31.3	
Moderate Interest in Both	229	37.6		37.3	
Interested in Compatibility	108	44.7		44.3	
PERCENT HOUSEHOLD INCOME			.4		.3
1 - 5	223	35.9		35.8	
6 - 50	153	37.9		38.6	
51 - 100	72	41.7		40.4	
CAR AVAILABLE			1.1		3.6
Yes	337	38.9		40.0	
No	111	33.3		30.0	
NUMBER OF DAYS WORKED AT THS			1.2		1.4
1 - 5	93	33.3		33.0	
6 - 20	170	40.6		41.2	
21 - 40	71	43.7		43.1	
More than 40	114	32.5		32.1	

*$p < .05$.

**$p < .01$.

[a]Twenty-four cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 28, p. 141.

[c]See footnote c, Table 28, p. 141.

preferred temporary work or those who were indifferent to this type of work (45.5 percent, 39.3 percent, and 32.6 percent, respectively). When we control for the other variables involved in the model, Factor 2 remains statistically significant. Those who wanted full-time employment apparently did not place a high value on the nonmonetary aspects of the THS, irrespective of their age, marital status, education, children, etc. Rather, they were more likely to see the THS as paying lower wages than a permanent job.

In addition, education is statistically significant in the adjusted data. Almost twice as many women with some college education felt THS wages were much lower than did those with less than a high school diploma. It might be inferred that the better-educated women were more attuned to prevailing wage rates than were those less well educated. On the other hand, those with less than twelve years of schooling may reasonably have considered THS wages to be closer to what they would normally earn.

Degree to Which Reentrants' Needs Are Met. Obviously, a woman returning to work through a THS has various needs. Rather than ask the respondents whether any specific need was met, we asked them to evaluate the THS in light of the totality of their needs; 42.5 percent of the women said they were very well satisfied, 27.4 percent fairly well satisfied, and 12.2 percent felt their needs were moderately met. Also, 5.7 percent reported their needs were only slightly satisfied, while 8.3 percent noted no satisfaction. For analytical purposes the categories were collapsed into the dichotomous variable: very well satisfied vs. all other replies. The data shown in Table 31 thus represent the proportions of the women who indicated their needs were very well satisfied through the THS.[6]

The unadjusted data reveal three variables to be significantly related to perceptions of need satisfaction through THS: preference for temporary work (Factor 2), interest in variety vs. compatibility (Factor 3), and number

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[6]No response was received from 3.9 percent of the women. Text data differ from those shown in Table 31, since these nonrespondents and others with missing data are not included in the MCA.

TABLE 31. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN PERCENTAGE OF REENTRANTS WHO FELT NEEDS WERE VERY WELL SATISFIED THROUGH THE THS

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	458	44.1		44.1	
R^2	.07				2.0**
AGE			.6		1.3
22-29	106	39.6		40.0	
30-44	216	44.9		42.9	
45 and above	136	46.3		49.2	
MARITAL STATUS			1.1		.2
Married	369	45.8		44.7	
Separated, Divorced, Widowed	47	38.3		40.9	
Single	42	35.7		42.5	
CHILDREN			1.1		3.5*
No Children	134	38.8		35.2	
At Least One Child Less than 6	110	47.3		50.5	
Children but None Less than 6	214	44.8		46.4	
CURRICULUM-TRAINING			.6		1.7
Commercial	313	45.7		47.5	
Commercial to Academic	25	48.0		39.0	
Academic	66	40.9		37.5	
Academic to Commercial	54	37.0		34.7	
EDUCATION			.6		2.6
Less than 12	37	40.5		42.9	
12 Years of School	323	43.0		41.3	
More than 12	98	49.0		53.8	

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TABLE 31 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			1.4		.7
Above Average	163	42.9		44.9	
Average	105	41.0		38.7	
Below Average	91	50.3		47.3	
Did Not Take Manual Test(s)	99	38.4		43.8	
YEAR OF APPLICATION			1.4		1.2
1967	76	48.7		47.8	
1968	66	30.3		31.9	
1969	79	46.9		43.4	
1970	50	54.0		53.6	
1971	47	40.4		42.4	
1972	54	46.3		46.9	
1973	86	43.0		44.6	
PERCENT TIME WORKED PRE-THS			2.2		2.4
0 - 10	178	44.9		44.8	
11 - 50	97	43.3		41.4	
51 - 80	74	32.4		33.6	
81 - 90	109	51.4		52.1	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			1.1		1.4
High Interest in LMI	111	43.2		44.6	
Average Interest in LMI	233	41.6		40.9	
Low Interest in LMI	114	50.0		50.2	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			7.8**		5.3**
Preference for Temporary Work	116	57.8		54.9	
Prefer Temporary or Full-Time Work	228	43.0		43.5	
Preference for Full-Time Work	114	32.5		34.3	

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Table 31 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			3.0*		4.1*
Interested in Variety	113	54.0		55.1	
Moderate Interest in Both	236	40.3		39.6	
Interested in Compatibility	109	42.2		42.4	
PERCENT HOUSEHOLD INCOME			.7		.4
1 - 5	234	41.9		42.4	
6 - 50	152	48.0		44.9	
51 - 100	72	43.1		47.9	
CAR AVAILABLE			.8		.1
Yes	342	45.3		44.5	
No	116	40.5		42.9	
NUMBER OF DAYS WORKED AT THS			6.6**		5.4**
1 - 5	94	33.0		34.3	
6 - 20	177	37.3		38.2	
21 - 40	73	57.5		58.1	
More than 40	114	55.3		52.5	

*$p < .05$.

**$p < .01$.

[a]Forty-four cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 28, p. 141.

[c]See footnote c, Table 28, p. 141.

of days worked at the THS. Not unexpectedly, reentrants who preferred temporary work were almost twice as likely to report a high degree of need satisfaction as were women who wanted full-time employment (57.8 percent vs. 32.5 percent). Somewhat unexpectedly, however, those looking for variety apparently felt that the THS met their needs to a greater degree than those interested in compatibility with other obligations. Given the flexible arrangements provided by THS, it is curious that only 40 percent of those preferring compatibility were highly satisfied with the THS arrangement. Also, reentrants who worked longest at THS (as measured by number of days) were more inclined to see the THS arrangement as highly satisfying than were women who worked less.

When the other factors in the model are controlled for, children, as well as the three variables noted above, are significantly related to the degree of need satisfaction reported by the reentrants. That the THS arrangement provides flexibility in when and how long a woman works is suggested by the results of the MCA: married women with children, particularly those with pre-schoolers, were more apt to have their needs met through the THS than reentrants with no children. Of those with at least one child under 6, for instance, 50.5 percent felt their needs were well satisfied. Of the mothers with older children, 46.6 percent felt the same. In sharp contrast, only 35.2 percent of the women without children saw their needs well satisfied. Apparently, women with children are better able to mesh THS work with their household obligations.

Women who preferred temporary work were nearly twice as likely to report satisfaction with the THS than were reentrants who wanted full-time work (58 percent vs. 32 percent). As was the case with most of the labor market experiences discussed in Chapter VI, those who started at the THS with a preference for this kind of work had the best THS experiences. It is thus perfectly consistent that they tended to be more pleased than those who wanted full-time employment.

Over 55 percent of reentrants interested in working at various places and meeting different people rated THS favorably, 12-15 percentage points more likely to do so than those less interested in these factors. Furthermore, a greater percent of those who worked from 21-40 days felt

the THS highly satisfying, as compared with those who worked either more or less days. Why the highest degree of satisfaction occurs within this group, however, is not clear. We had expected those who worked the longest (over 40 days) to report the greatest satisfaction. That some women remained with THS while not well satisfied with the overall arrangement suggests that their alternatives, including not working, must not have been particularly attractive.

Would Reentrants Return to the THS? The favorable assessment of the THS in terms of needs was corroborated when the following question was answered: "If in the future you found yourself in circumstances similar to those when you registered at the THS, would you go back to a THS?" Nearly 70 percent of the reentrants reported they would return to the THS (see Table 32).

Based on the unadjusted data, three variables--education, the year of application, and the number of days worked at the THS--are significantly related to a willingness to return to the THS. The better educated the woman, the more likely she was to say she would go back. The year of application also affects the respondents' answer: those who applied in later years tended to respond affirmatively to the question of returning. Finally, the number of days worked at the THS is related to an inclination to return: women who worked the most were more likely to feel positive about returning.

When the effects of the other variables are taken into account, education is not significantly related to a willingness to return to the THS. However, women with some college education were more likely to say they would use the THS again than were those with 12 years of schooling or those who were high school dropouts (74.0, 68.9 and 61.6 percent, respectively).

The year of application continued to be significant when the data were adjusted for the effects of intercorrelated explanatory variables. The more recent the application date, generally, the more likely a woman was to return to the THS. The fact that the interviews were conducted in 1974 may have influenced these results. By this time, the earlier applicants had been away from the THS for up to seven years and may have been so established in their current work that they discounted the possibility of going back to a THS.

TABLE 32. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN PERCENTAGE OF REENTRANTS WHO WOULD RETURN TO THE THS

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	474	69.4		69.4	
R^2	.08				2.3**
AGE			.1		1.0
22-29	109	67.9		64.2	
30-44	221	70.1		71.2	
45 and above	144	69.4		70.6	
MARITAL STATUS			.2		.2
Married	385	69.1		68.8	
Separated, Divorced, Widowed	47	68.1		70.5	
Single	42	73.8		73.5	
CHILDREN			.1		.2
No Children	139	70.5		67.4	
At Least One Child Less than 6	114	67.5		71.0	
Children but None Less than 6	221	69.7		69.9	
CURRICULUM-TRAINING			2.0		1.7
Commercial	326	66.3		67.3	
Commercial to Academic	25	80.0		75.0	
Academic	68	72.1		67.9	
Academic to Commercial	55	80.0		81.0	
EDUCATION			4.2*		1.2
Less than 12	39	53.8		61.6	
12 Years of School	334	68.6		68.9	
More than 12	101	78.2		74.0	

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TABLE 32 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			1.3		.6
Above Average	170	73.5		71.1	
Average	105	68.6		65.0	
Below Average	95	70.5		72.1	
Did Not Take Manual Test(s)	104	62.5		68.6	
YEAR OF APPLICATION			2.3*		2.6*
1967	80	63.8		63.9	
1968	70	54.3		54.7	
1969	81	70.4		68.3	
1970	54	72.2		75.1	
1971	47	72.3		73.3	
1972	55	76.4		72.0	
1973	87	78.2		80.0	
PERCENT TIME WORKED PRE-THS			.5		.6
0 - 10	182	67.6		68.7	
11 - 50	101	74.3		73.4	
51 - 80	77	70.1		71.5	
81 - 90	114	67.5		65.7	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			.1		.8
High Interest in LMI	118	68.6		67.3	
Average Interest in LMI	239	69.0		68.3	
Low Interest in LMI	117	70.9		73.7	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			.8		.8
Preference for Temporary Work	120	70.0		65.5	
Prefer Temporary or Full-Time Work	237	71.3		71.6	
Preference for Full-Time Work	117	65.0		69.1	

(Continued on next page)

TABLE 32 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			2.2		1.6
Interested in Variety	117	76.9		75.6	
Moderate Interest in Both	244	67.6		66.7	
Interested in Compatibility	113	65.5		68.9	
PERCENT HOUSEHOLD INCOME			1.1		.3
1 - 5	247	66.8		69.5	
6 - 50	153	73.9		70.9	
51 - 100	74	68.9		66.2	
CAR AVAILABLE			.1		.6
Yes	355	69.0		68.5	
No	119	70.6		72.2	
NUMBER OF DAYS WORKED AT THS			14.3**		16.0**
1 - 5	99	50.5		49.1	
6 - 20	187	64.2		64.3	
21 - 40	74	82.4		82.2	
More than 40	114	86.0		87.1	

*$p < .05$.

**$p < .01$.

[a]Eighteen cases are deleted from the analysis because of missing data.

[b]See footnote b, Table 28, p. 141.

[c]See footnote c, Table 28, p. 141.

Once again, the number of days worked at the temporary help service is directly related to a favorable response to an evaluative-type question. Indeed, the difference in percents between those who worked less than six days and those whose experience numbered over 40 days is quite pronounced. Of the former, only 49.1 percent indicated a willingness to return to the THS, while 87.1 percent of the latter would go back under circumstances similar to those at the time of registration.

To measure the capacity of the THS to meet reentrants' needs, respondents were asked why they would or would not return to the THS (a maximum of three responses were recorded for each woman). The responses to this question are shown in Table 33.

TABLE 33. PERCENT DISTRIBUTION OF REASONS WHY RESPONDENTS WOULD OR WOULD NOT RETURN TO THE THS

Reasons	Why Women Would Return to THS[a]	Why Women Would Not Return to THS[a]
Ease of obtaining jobs	31.0	-
Attitudes and atmosphere of THS/customers	19.9	20.7
Jobs themselves	15.5	18.9
Hours	8.9	3.6
Money	7.9	24.3
Amount of work	1.6	11.8
Other	15.2	20.7
TOTAL	100.0	100.0
N =	329	145

[a]Percent time mentioned.

Those who indicated they would return to the THS greatly stressed the ease of obtaining work through the THS (31.0 percent). The attitudes and atmosphere prevailing at the THS and in those firms where the women actually worked (19.9 percent) were also often cited as positive reasons for returning to the THS. Conversely, those who would not return to the THS mentioned with equal frequency the attitude and atmosphere prevailing at the THS/customers. A similar situation obtained with respect to the nature of the jobs. Sixteen percent of those who would return cited this as a positive aspect of the THS, while 19 percent of those indicating they would not return cited this same reason. The reason mentioned most often for not returning, however, was dissatisfaction with the salaries paid by the THS.

SUMMARY

When we examined the reasons for choosing a THS in Chapter V, the possibility of acquiring labor market information was shown to be of concern to the reentrants. Now, in assessing their THS experience, we found that close to 40 percent of the women saw the THS as helpful in learning about jobs for which they might qualify, in becoming aware of current salaries paid for various positions, and/or in locating potential employers. An even higher percent of the reentrants noted an improvement of skills as a result of THS assignments. Seven out of ten women reported that their needs were at least "fairly well satisfied" while at the THS. The same number indicated they would return to the THS under the same circumstances as when they first applied. On the other hand, about two-thirds of the women felt their THS wages were lower than what they could earn on a permanent job.

The reentrants who had children were particularly favorable in their assessment of the THS. Women with families were more likely to acquire a greater amount of labor market information and, especially if they had children over six, to see an improvement in their skills while working on THS assignments. While our analysis had controlled for the amount of time worked before coming to the THS, it is possible that a number of these mothers were away from non-household work for a much longer time and thus were in a

position to learn more about the labor market and to update their skills. Overall, as compared to the childless women, the reentrants with children, especially those with preschoolers, were more likely to approve of the THS arrangement in terms of their needs. Once again this suggests that the non-rigid work schedules of temporary work are most attractive to those with the greatest family responsibilities.

The women who selected a THS because of an interest in variety of work and settings also were inclined to evaluate the experience favorably. These reentrants tended to acquire more labor market information, see greater improvement in their skills, and feel their needs were met. As described in the previous chapter, THS work is characterized by short assignments in more than one job classification and with a number of firms. We are not surprised, then, to find that women who were predisposed to changing settings and somewhat different kinds of work reported favorably on the THS experience.

The variables which relate to an investment in human capital were significant in only two of our evaluation measures: improvement in skills and wage levels at the THS. The women who worked the least before coming to the THS were more likely to feel their skills improved as a result of their assignments. Of course, it is difficult to attribute this improvement strictly to a THS. That is, possibly any work experience after an extended absence from the job is likely to result in a claim of increased skill levels. Those with "average" credentials--a high school diploma and an average score on their highest manual-clerical test--reported the greatest improvement in skills. However, the reentrants with an average manual-clerical score tended to work in more job classifications, a fact which could explain their reported improvement in skills. In addition to skills, the educational level of a woman was an important determinant of her perception of THS wages vs. what she felt she could earn on a permanent job. The better educated women felt that the wages paid for clerical jobs were less than what they could earn in permanent, possibly non-clerical, jobs.

The more days a woman worked at the THS, the more favorable was her assessment of the experience. That is, she was more likely to report acquisition of labor market information, to see her skills improved through the

assignment, to feel her needs were met, and to be ready to return to the THS in the future. However, she was just as likely to believe her wages at the THS were low as was the woman who worked for only a few days. It might be inferred that although she was not completely satisfied with her wages, the noneconomic aspects of the arrangement were attractive enough to entice her to remain with the THS. In short, she appears willing to trade wages for some degree of flexibility in when, how long, and where she works.

The last two chapters have examined the reentrants' work experiences at the THS and their evaluations of the THS period. Our interest now turns to the types and amount of work experience women had once they left the THS. In order to analyze the post-THS work experience we will add the women's evaluations of the THS as explanatory variables. Their inclusion is based on the assumption that, other things being equal, the more favorable the THS experience, the more likely the women were to work in the post-THS period.

VIII. POST-THS LABOR MARKET EXPERIENCE

The labor market experience acquired by a woman while affiliated with THS is a function of pre-THS work-related activities and her interactions with the THS itself, as well as of her preferences and abilities. Theoretically, her post-THS labor market activity is influenced by events which transpired before she applied and while she was affiliated with THS.

To understand better the labor market activity of women after they left THS,[1] we will examine the attributes of the first job the women held after leaving THS. Then we will consider two issues of greater interest. The types of jobs they held and the occupational status of the women throughout the post-THS period will be compared with pre-THS measures. Finally, we will conduct a multiple classification analysis using the total months worked post-THS as the dependent variable with the independent variables used in previous models.[2] In addition, the women's evaluations of their THS experiences are incorporated into this model.

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[1]The field interview sample included women who registered at THS between 1967 and 1973, and accepted a THS-referred job. Since all respondents were interviewed during the Spring of 1974, the post-THS period ranged from less than one year for some women, to as many as seven years for others. The period began for each respondent when she was no longer available for THS assignments and ended on the date of the interview. The average post-THS work history covered a period of 39.4 months, or slightly over three years.

[2]We were not able to develop a reliable transportation measure for the full length of the post-THS period, hence the "car available" variable is not included in this model. In addition, the marital status and children variables were modified in the post-THS model. From information obtained in the interview, the woman's marital status was changed if necessary, and the addition of a child and the ages of the children she already had were adjusted accordingly.

In their first post-THS job, approximately 70 percent of the women were employed in clerical and kindred occupations. Yet over one-half maintained that this job required more skill than they used while affiliated with THS. Approximately 60 percent worked in full-time jobs,[3] and most of those whose first job was part time maintained that family-related responsibilities prevented them from accepting a full-time job. Since a greater proportion worked in full-time jobs when they first left THS, it seems that they preferred THS-type jobs in the short-run only.

It is also interesting to note that although each THS employee agreed in writing not to accept a position with a THS customer until six months after she left the THS, 17 percent of the women accepted jobs with a THS customer, either before or after the six-month period. While a THS is not an employment agency per se, it inadvertently functions as such for some of its employees and customers.

COMPARISON OF PRE-THS AND POST-THS WORK EXPERIENCES

Among other things, Table 34 indicates that more women held jobs in the post-period (82.8 percent) than in the pre-period (65.7). Thus, if work is viewed as a positive measure of success, the reentrants were more successful in the post-period. On the basis of the type(s) of jobs held, we find that in the post-period a greater proportion of women held a full-time job, but the greatest increase between the periods was among those women who held jobs that were not full time. Before coming to the THS, 18 percent of the women worked only in jobs requiring less than 35 hours per week; in the post-THS period, this percentage increased to 30.8. During their stay with THS women theoretically may accept or refuse jobs on a day-by-day basis, permitting them to test working full time vs. part time. Through their interaction with a THS, some reentrants may have concluded that they preferred other than full-time jobs, or that full-time jobs were incompatible with other obligations, and thus accepted non-THS jobs of a part-time nature after leaving THS.

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[3]Full-time employment is here defined as 35 or more hours per week.

TABLE 34. PERCENT OF WOMEN WHO HELD JOBS ON BASIS OF WHETHER JOB WAS FULL TIME, PART TIME, OR A THS ONE, PRE- AND POST-THS

Types of Jobs Held	Percent of All Respondents	
	Pre-THS	Post-THS
Held at Least Some Full-Time Jobs		
Held full-time jobs only	30.7	32.5
Held full-time and part-time jobs	6.1	9.8
Held full-time and THS jobs	8.5	7.9
Held full-time, part-time and THS jobs	2.4	1.8
	47.7	52.0
Never Held a Full-Time Job		
Held part-time jobs only	12.8	22.0
Held THS jobs only	3.0	4.9
Held part-time and THS jobs	2.2	3.9
	18.0	30.8
Never Worked Pre- or Post-THS	34.1	17.3

The slight increase between periods (pre vs. post) among those holding THS jobs exclusively confirms the earlier observation that most reentrants view their affiliation with THS as a short-term commitment. In the long run these women rely on other labor market institutions or interact directly with employers. By working through a THS, a woman could learn about the full range of services and options it provides, but it seems women did not want THS jobs for a long period of time.

Previously we noted that approximately 60 percent of the women accepted full-time employment in their first post-THS job. Throughout the post-period, however, the number of women holding full-time jobs only declines (32.5 percent). It seems, therefore, that when women initially leave THS they have a tendency to try full-time work, find it unacceptable, and then revert to less than full-time jobs. Perhaps they took for granted the uniqueness of the THS arrangement and assumed they could accommodate their personal schedules

to the demands of work. This prompted them to accept full-time work when they initially left THS but they were unable to remain in full-time jobs.

Most women were employed in clerical and similar occupations before they applied at THS and remained in these occupations when they left THS (see Table 35). They were underemployed before they applied at THS and remained confined to clerically-related jobs when they left THS. This lack of occupational mobility, when viewed in conjunction with the shift toward more part-time-type jobs in the post-period, seems to imply that these women are not career-oriented and/or remain in clerical occupations because it is easier to find part-time work in these type jobs. Their stay with THS does not expose them to nonclerical jobs, and the need to fit work in with other obligations causes them to keep accepting part-time jobs. On the other hand, it may be that discriminatory hiring and promotion practices have closed employment doors. A change in these practices might encourage these women to accept full-time nonclerical jobs.

TABLE 35. PERCENT OF JOB CLASSIFICATIONS, PRE- AND POST-THS

Job Classifications	Pre-THS	Post-THS
Clerical	68.7	70.3
Professional	3.8	3.9
Paraprofessional	3.2	4.2
Managerial/Administration	1.8	2.6
Sales	11.2	8.4
Skilled Labor	1.4	1.1
Services/Unskilled	9.9	8.4

NUMBER OF MONTHS WORKED POST-THS

The longitudinal thrust of this study maintains that one's work experience during any time period is best understood in terms of explanatory variables relevant to the past, as well as the present. Consonant with this major premise, the number of months worked post-THS is used as the dependent variable in a multiple classification analysis, in conjunction with explanatory variables which are related to the pre- and during periods. The year the women left THS[4] is also added to the model.

In presenting the MCA results in previous models, we always focused first on the bivariate statistics. In presenting the results of this model, however, we bypass its bivariate aspects. Since the amount of time a woman could have worked was a function of when she left THS (1967-1974) relative to when she was interviewed in the field (1974), the "potential" working time was not the same for all women. Women who applied at THS earlier generally had more time during which they might work. The bivariate results do not control for the varying amounts a woman could have worked, so we focus on the multivariate results where "the year the woman left THS" variable permits us to control for the different "potential" work periods in which the woman could

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[4]In the previous models we sometimes used the year of application as a control variable, but in this model the year woman left THS is relied upon for this purpose. Whereas the pre-THS period was of uniform duration for all women (five years), the length of the work history in the post-THS period could vary because the amount of time between when a woman left THS and when she was interviewed in the field could differ. All women were interviewed in the Spring of 1974, but they could have applied between 1967 and 1973. The post-THS period ranged from less than one year for some women to as many as seven for others. Hence, by using the year a woman left THS as a control variable, we can control for the varying amounts of time the THS period encompasses.

find employment.[5] The average post-THS work history period covered 39.4 months, but the average woman worked 29.3 months.

The multivariate analysis shows that the presence of young children is a significant factor in explaining a woman's post-THS work experience. Women with at least one child under six worked fewer months (20.1) than women with older children (32.1 months), or women who had no children (31.2 months). Thus, when other factors are controlled, the presence of pre-school children influences a woman's decision not to work.

The multivariate results also show that the percent contribution of a woman's wages to household income bear a statistically significant relationship with months worked post-THS. Not only is this factor significant, but also there is a monotonic relationship between it and the number of months a woman worked post-THS: the more she contributed to household income, the longer she worked. It seems that this confirms what has been well documented in other research, that the relative contribution a woman makes to household income is a positive influence on her labor force participation. Moreover, Factor 2 (preference for temporary work) is significant when the adjusted results are analyzed. A monotonic relationship emerges here also: the more a woman preferred full-time employment when she applied at THS, the longer was her labor market experience in the post-THS period.

Another factor which is significant as a result of multivariate analysis is whether a woman's needs were met at THS. If a woman's needs were met, then she worked longer in the post-THS period (31.3 months). The needs met factor, it should be recalled, is a generic evaluation of THS. Since those who claimed their needs were met worked longer in the post-THS period, it seems that the THS experience had a positive influence on the post-THS period.

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[5]This very strong relationship between the number of months worked post-THS and the year a woman left THS accounts for the substantially larger R^2 attained for this model as compared to the others previously analyzed. When we ran the MCA without the control variable (year woman left THS) the R^2 was .09.

TABLE 36. RESULTS OF THE MULTIPLE CLASSIFICATION ANALYSIS TO EXPLAIN NUMBER OF MONTHS WORKED POST-THS

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
TOTAL	445	29.3		29.3	
R^2	.50				12.4**
AGE			8.6**		1.4
22-29	98	21.6		28.6	
30-44	211	33.6		30.7	
45 and above	136	28.2		27.7	
MARITAL STATUS			2.8		.2
Married	348	29.6		29.2	
Separated, Divorced, Widowed	65	32.4		30.3	
Single	32	20.2		28.1	
CHILDREN			11.7**		17.1**
No Children	143	25.5		31.2	
At Least One Child Less than 6	94	22.5		20.1	
Children but None Less than 6	208	35.0		32.1	
CURRICULUM-TRAINING			.9		.8
Commercial	313	28.4		28.8	
Commercial to Academic	22	31.7		30.9	
Academic	60	29.4		32.2	
Academic to Commercial	50	34.1		28.4	
EDUCATION			.4		2.3
Less than 12	40	26.8		24.7	
12 Years of School	318	29.9		30.3	
More than 12	87	28.3		27.8	

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TABLE 36 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
HIGHEST MANUAL-CLERICAL SCORE			.3		1.4
Above Average	165	28.4		28.7	
Average	97	30.5		30.9	
Below Average	85	30.9		31.4	
Did Not Take Manual Test(s)	98	28.3		26.9	
YEAR WOMAN LEFT THS			58.4**		70.2**
1967	46	57.1		58.2	
1968	59	45.1		46.1	
1969	73	40.3		40.2	
1970	59	31.8		32.1	
1971	61	23.6		21.9	
1972	59	14.8		15.2	
1973	88	7.2		6.6	
PERCENT TIME WORKED PRE-THS			8.8**		4.1**
0 - 10	177	34.2		29.5	
11 - 50	88	19.4		25.0	
51 - 80	68	25.1		27.7	
81 - 90	112	31.8		33.3	
FACTOR 1 - INTEREST IN LABOR MARKET INFORMATION (LMI)			.1		2.4
High Interest in LMI	111	30.0		32.1	
Average Interest in LMI	224	29.2		29.0	
Low Interest in LMI	110	28.8		27.1	
FACTOR 2 - PREFERENCE FOR TEMPORARY WORK			1.5		3.0*
Preference for Temporary Work	108	25.9		26.0	
Prefer Temporary or Full-Time Work	226	30.6		29.8	
Preference for Full-Time Work	111	30.0		31.5	

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TABLE 36 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
FACTOR 3 - INTERESTED IN VARIETY VS. COMPATIBILITY			.4		.1
Interested in Variety	111	27.6		29.4	
Moderate Interest in Both	225	30.0		29.5	
Interested in Compatibility	109	29.6		28.8	
PERCENT HOUSEHOLD INCOME			1.4		3.5*
1 - 5	238	28.2		27.4	
6 - 50	136	32.2		30.9	
51 - 100	71	27.5		32.7	
NUMBER OF DAYS WORKED AT THS			.5		1.0
1 - 5	93	30.3		31.1	
6 - 20	177	30.2		29.8	
21 - 40	68	26.7		29.3	
More than 40	107	28.5		27.1	
WHETHER THS HELPED WOMAN ACQUIRE LABOR MARKET INFORMATION			1.7		.2
Helpful	173	31.2		29.7	
Not Helpful	272	28.1		29.1	
SKILLS IMPROVE WHILE AT THS			0		0
Improved	180	29.4		29.5	
Not Improved	265	29.2		29.2	
THS WAGES COMPARED TO WHAT WOMAN THOUGHT SHE COULD EARN ELSEWHERE			.4		.3
Much Lower	155	30.3		28.7	
Not Much Lower	290	28.8		29.6	

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TABLE 36 -- Continued

Explanatory Variables	Number of Cases[a]	Unadjusted Data[b] Mean	Unadjusted Data[b] F-Ratio	Adjusted Data[c] Mean	Adjusted Data[c] F-Ratio
NEEDS MET WHILE AT THS			1.2		4.3*
Needs Met	187	30.8		31.3	
Needs Not Met	258	28.3		27.9	
WOULD WOMAN RETURN TO THS			.1		2.1
Yes	301	29.5		30.1	
No	144	28.9		27.6	

*$p < .05$.

**$p < .01$.

[a]Forty-seven cases are deleted from the analysis because of missing data.

[b]The unadjusted means presented in the tables can be used to analyze the bivariate relationship between each explanatory variable and the dependent variable. These unadjusted means are simply descriptive statistics which allow us to present the average value of the dependent variable for each classification of the explanatory variable.

[c]The adjusted means presented in the tables can be used to analyze the multivariate relationship between the explanatory variables and the dependent variable. The mean of the dependent variable in each classification is adjusted for the effects of all other variables in the model. In this model we control for age, marital status, children, curriculum-training, education, highest manual-clerical score, year woman left THS, percent time worked pre-THS, Factor 1, Factor 2, Factor 3, percent household income, number of days worked at THS, whether THS helped woman acquire labor market information, skills improve while at THS, THS wages compared to what woman thought she could earn elsewhere, needs met while at THS, and would woman return to THS.

The adjusted data indicate that the percent time a woman worked pre-THS is also a significant factor in explaining her post-THS labor market experience. There is no systematic relationship, however, between the percent time worked pre-THS and the number of months worked post-THS.

SUMMARY

The descriptive statistics and the MCA results not only enable us to focus on the highlights of the women's labor market experiences after they left THS, but also permit us to draw some inferences about the effect of their stay with THS on their post-THS labor market success.

If one assumes that amount of work is a measure of labor market success, we find that the reentrants were more successful after leaving the THS than they were in the pre-period. Since more women worked in the post-period (compared to the pre-period), it seems that THS affiliation helped them in one way or another. Yet, on the basis of ability, as measured by the number of years of school completed, it seems that many of the women should have been able to find employment in nonclerical occupations, which are more challenging and rewarding. But throughout the post-period we find approximately three-fourths of the women working in clerical and kindred occupations. Hence, their affiliation with THS did not help them move into more promising occupations; they remained underemployed in the post-THS period, as they did in the pre-period.

Most of the women held a full-time job when first employed after leaving THS. Throughout the post-period, however, the percent of women holding only full-time jobs declined. It seems, therefore, that they preferred and tried to work full-time, but found working 35 hours a week or more incompatible with their other obligations.

The presence of children, especially if one of them was under six, deterred women from working when they left THS, as was the case before they applied. Yet we found that mothers were as capable as others of working while they were affiliated with THS. We surmise that the THS arrangement, with its unique flexibility and the freedom to

refuse jobs on a day-to-day basis, permitted the mothers in our sample to structure their work schedules in accordance with child care arrangements.

In the period after leaving THS, mothers with only school-age children worked almost as much as women who had no children. Yet in the pre-THS period these mothers worked relatively less than women without children. Perhaps some women with no pre-school-age children tried THS because they wanted to discover what work schedules would best fit in with daily school schedules. On the basis of their THS experiences, they concluded they could work and maintain a household at the same time; thus, they continued to work after leaving THS as much as those women with no children.

As anticipated, another factor which had a positive influence on post-THS labor market experience was the degree to which wages contributed to household income: the greater a woman's contribution to total household earnings, the more she wanted to work. We noted earlier that the principal motive why women returned to work was to earn money, a motive which seems to be sustained over time. To the extent that the family was dependent on these earnings, it appears these women had little choice except to work.

Those women preferring to work full-time when they applied at THS worked more after they left THS. It seems that these women selected a THS by default, or as a last resort. As we noted in the previous chapter, their THS experience was shorter and less intensive (e.g., they worked fewer days at the THS). This orientation to full-time work carried over into the post-THS period when they tended to work a greater amount of time.

Finally, we find that women who perceived that THS met their needs tended to work more when they left THS. Whatever positive THS-related experiences there were may have encouraged these women to continue working.

IX. CONCLUSIONS

The substantial increase in the number of women in the labor force has prompted the research community to focus on the successes and problems women encounter in adjusting to the world of work. Many women tend to exit and reenter the labor force on the basis of changing needs, preferences, and responsibilities. Since the problems associated with reentry are different from those that confronted women when they entered the work force initially, many of these women accept part-time jobs when they return to work. Reentrants are somewhat unwilling to commit themselves to a full-time job because they question their abilities, confront unfamiliar labor market conditions, and attempt to reconcile the demands of work with other obligations. They may interface directly with employers in their quest for part-time jobs, or they may interact with an intermediary institution in the private sector, a temporary help service (THS).

The THS has the potential of allowing women to readjust gradually to the world of work. To paraphrase an advertisement used by one firm: women can work <u>when</u> they want, <u>as long as</u> they want, and <u>whenever</u> they want. Customers in need of temporary help can submit requests for a temporary employee on a day-by-day basis. Since new employees cross its threshold every working day, THS must constantly array its labor supply on the basis of ability and availability in order to meet these requests. The demand for labor on any given day determines which women, so arrayed, will be offered a job. These assessing and matching processes allow a THS to function as a clearing house. Hence, reentrants relying on THS are provided with a greater degree of flexibility as to when they work and how long they work.

The purpose of this research was to study women returning to work and their interaction with a THS. To meet this goal, we raised questions concerning their prior work histories, why they returned to work, why they selected a THS, their work experiences at THS and afterward, and their evaluations of THS. The questions were analyzed within the

context of a longitudinal perspective. Before focusing on the reentrants, we examined the demand for THS services and the supply of women who apply at THS. In this chapter, we highlight our findings and offer policy suggestions.

On the demand side we found that THS customers are representative of all segments of the economy, but that manufacturing and service industries rely more on THS than do other employers in either the public or private sector. Although THS customers may utilize a THS employee for an indefinite period, most assignments are relatively short, averaging five or six days.

We found that the THS population as a whole can be divided into two broad groups. One younger, never married group tends to apply during May and June when schools close. These women are primarily interested in temporary employment during the summer months. The second group is older, married with children, and most likely to apply in September or October when their children have returned to school. Since both of these groups are better educated than the general female labor force, it is not because of individual deficiencies that they chose a THS, but rather because of a preference for temporary work arrangements.

The average reentrant was slightly over 40 years of age and had two children, the youngest of whom was 10 years old; over one-fifth attended college and scored above average on tests administered by THS. On the basis of their abilities, the reentrants are similar to other THS applicants, and probably could have found employment by applying for work directly. Most women returned to work to earn money and selected a THS because they preferred temporary employment that fitted in with their other obligations, preferences, and/or needs. Since all these women accepted THS-referred clerical jobs, it may well be that they recognized that underutilization is the price of flexibility. Occupational discrimination prevalent throughout the economy is another factor keeping these women from using their talents fully.

The reentrants were affiliated with THS for an average of eight and one-half months. This is a measure of the time a woman needs to readjust to the world of work. She requires this time in order to assess her skills, familiarize herself

with the demands of work, and gradually evaluate the trade-offs between housework, leisure, and work outside the home.

Close to 70 percent of the women accepted more than one assignment from the THS, the average job lasting between seven and eight days. Within a relatively short period of time the typical reentrant worked in a minimum of two company settings and had a good chance of working in more than one job classification. It is doubtful that such varied experiences, within the given time frame, could be gained anywhere but through a THS.

To the degree that amount of time worked is a measure of labor market success, women returning to work through a THS were more successful post-THS than they were pre-THS. In the five-year pre-period, less than two-thirds of the women worked, but in the post-period 83 percent held a job. In isolation, this comparative assessment of pre- and post-labor market experience does not tell us if or how their relationship with THS contributed to their post-THS success. Almost one out of every five women, however, ultimately accepted jobs with employers for whom they had worked while affiliated with THS. For these women THS served not only as a clearing house but also as a conduit with employers. THS reduces appreciably the costs associated with job search and the discouragement arising from dependence on traditional labor market information sources. On the other hand, THS reduces a firm's costs of recruiting, selecting, and training new hires. Since there are no comparable labor market institutions, it is reasonable to conclude that, without THS, some women would fare less well in their search for employment.

On leaving THS many women accepted full-time jobs. As the post-THS period unfolded, however, there was a gravitation toward part-time employment more than in the pre-THS period. Perhaps the women discounted the positive aspects of the THS arrangement when they attempted to work full time, assuming they no longer needed THS-type support.

The dominant force tending to inhibit the work activities of women in both the pre- and post-THS periods is the presence and age of children. While at THS, women with children, especially one under six, had work-related experiences equal to women without children. For women with

children, therefore, THS affiliation helps them by enabling them to reconcile the demands of work with child care responsibilities. This may explain why we find a higher percentage of THS applicants with young children when compared to the labor force in the Philadelphia SMSA. Whereas few other labor market institutions allow women to make daily decisions whether to work and how long to work each day, THS enables mothers to work without concern over a child's unexpected illness, etc. Furthermore, an alternative work schedule allows women to be present when their children leave for and return from school. Interestingly enough, a lawyer who subsequently became a pioneer in the industry was in need of having a brief typed immediately. He was forced to turn to one of his former secretaries who had left his employ to raise a family. Through this experience he realized that many mothers would be willing to work if flexible arrangements were made available to them.

When they decided to return to work, women with younger children were in greater need of money than were most other reentrants. Through their relationship with THS, they were able not only to hold jobs they might otherwise have been unable to accept, but also to earn wages which contributed to needed family income. The pre-THS work experience for these mothers was negligible, and their on-the-job training added little to their human capital. Their evaluation of THS indicated that it enabled them to improve their skills. For women with young children we found that THS enabled them to adjust more gradually to a job as they assessed the practicality and efficacy of child care arrangements, permitted them to contribute to household income, and upgraded their skills.

As noted previously, older, mostly married women with children tend to apply in September and October when school reopens. This corroborates our contention that family-related responsibilities prevent women from accepting jobs, and that a THS helps reconcile work with household obligations.

We found that the reentrants had completed more years of school compared to other female labor force participants, and that they scored above average in application tests. Traditional theory suggests that given their educational level and test scores they would be inclined to accept gainful employment, but only their test scores had any bearing on the

amount of work they did and this only while they were affiliated with THS. These results give rise to two interpretations. First, in the pre- and post-THS periods, family-related responsibilities prompted the women to stay home, and thus overrode the influence of their investment in human capital. Second, since test scores were positively related to labor market experience only during the THS period, it seems that THS is not a victim of credentialism, but rather assigns its employees on the basis of measured ability. As a profit-oriented institution, THS operates rationally and in a non-discriminatory fashion because women with ability had greater labor market success through their affiliation with THS.

On the basis of our measurement of their ability, it is reasonable to conclude that the women were underemployed before, during, and after their affiliation with THS. They were probably aware that clerical-type jobs did not enable them to use all their talents, and this awareness partially explains their intermittent work patterns. Although this confinement to "female occupations" is a stark reality confronting many female labor force participants, the briefness of their stay with THS may stem from the fact that THS concentrates on clerical jobs. On the other hand, the reentrants may not have been career-oriented and were thus unwilling to commit themselves to a prolonged period of employment. The latter interpretation is plausible because we found that most of the reentrants selected a THS because they preferred temporary work.

In order to assess how well the women's needs and preferences are met at THS, we rely on number of days worked as the most comprehensive measure of success. This measure is indicative of the matching function performed by THS--meshing the needs of employers and employees. Principally, women wanted temporary jobs to acquire knowledge about jobs and employers and/or to work with a variety of people and in different settings.

Based on number of days worked, the study showed that women who preferred temporary work did best at THS. This means that the reentrants who wanted freedom and flexibility in their work schedules or who were available for relatively short periods of time worked the greatest number of days. The THS met the needs of these women by allowing them, in

effect, to choose their assignments and by using women who were available for a limited time. Women who wanted variety in their work settings also did well at THS as to the number of days they worked. With relatively short job assignments and with demand for THS services originating from many employers in all areas of the economy, these women were able to satisfy their "variety" need through the THS. On the other hand, reentrants who needed labor market information did not work appreciably more than those with little interest in learning about jobs and employers. Given that these women had specific needs when they chose a THS to return to work, THS implicitly met most of their needs.

Approximately 70 percent of the reentrants claimed they would use THS again under circumstances similar to those when they applied. Hence, it is reasonable to conclude that a large number view THS in a positive light. Had THS failed to meet their needs, it is not likely they would have recourse to it in the future.

Approximately 40 percent of the respondents evaluated THS as enabling them to improve their skills or acquire labor market information. We found that those with average test scores and education were more likely to improve their skills than were those at either end of the educational or test result spectrum. Women with children also enhanced their skills through THS. For the most part, these were women who had greater need to improve their skills because of relatively less work experience before applying at THS. The upgrading potential of THS should not be discounted.

Not only did women with children improve their skills, they also acquired more labor market information than did women without children. Since mothers did not work more after leaving THS, their improved skill status had little impact on their post-THS labor market experience. It seems that child-rearing commitments hindered them from working, despite their improved skills. These findings emphasize the positive contribution THS makes to women with children by enabling them to work more while affiliated with THS. But other positive contributions THS makes to a woman's employability have little carryover effect in the post-period.

The women in our study evaluated their THS experience as generally favorable. The major exception was the reentrants' opinion that THS wages were low compared to what they thought they could earn if they bypassed THS. This seems to be one of the reasons why they remained with THS a relatively short time, since most of the women returned to work to earn money. Women with twelve or more years education or women preferring full-time work were more inclined to contend that their wages at THS were much lower than if they held a permanent job. In the short run, however, it seems that reentrants are willing to trade off dollars for the positive features of the THS arrangement, such as the ability to move in and out of the labor force.

On the basis of our findings we are able to conclude that the THS contributes positively to a woman's adjustment to the labor force after an extended absence, although it does not serve all female labor force participants equally well. Because THS allows a reentrant to accept or reject jobs on a daily basis and generally offers a degree of flexibility not found in other labor market institutions, its social contribution should not be discounted.

On balance, THS met the needs of women, particularly those with children. It enabled women who otherwise might not have been able to find acceptable employment to contribute to their household income, even if only in the short run. Of greater significance, however, were the contacts made with potential employers originally referred by THS. These contacts had a positive influence on long run adjustments to the world of work. In effect, the THS is a "half way house" where women can fulfill their immediate employment needs, whether to acquire needed experience in order to secure a better permanent position, or to reconcile family commitments with work.

Our findings suggest that agencies presently disseminating labor market information, such as the Employment Service, schools, and manpower training programs, should be alerted to the range of opportunities provided by THS--particularly for women returning to work. In addition, employers should be made aware of the fact that the THS industry can provide competently qualified employees to meet temporary needs.

The THS industry, while acting as an intermediary for numerous firms, has the image of being predominantly an intermediary for female clerical personnel. This image is true to the extent that the bulk of THS placements is in these areas, and most THS advertising is for employees with these skills. Yet THS employees tend to be overqualified, probably capable of meeting the job requirements of other than clerical occupations. Since many women return to work by initially accepting a less than full-time job, if more than clerical occupations were available on a "temporary" basis, many women would be able more fully to utilize their talents. At the present time, however, there are few alternate institutions capable of providing women with the unique advantages of a THS. There are significant social benefits to be derived should THS emphasize occupations other than clerical, or should new institutions be created to meet this need.

It is advisable to experiment in one labor market area to determine the degree to which other public and private labor market institutions can interface with THS. An experiment such as this holds promise as the worlds of work and education are beginning to be viewed as a continuum and not as two distinct sequential segments of a person's life. Many educational institutions will have to alter their traditional scheduling practices, since it is unlikely that the vast majority of firms will revise normal work schedules to accommodate the continuing education needs of their employees. Hence, women wanting to continue their education, especially after an absence from the labor force, may find that the flexibility provided by THS permits them to work and learn simultaneously.

During the next decade, female labor force participation rates are expected to increase, especially among women aged 22 to 44, the group most likely to be returning to work. Family financial needs, as well as subjective personal preferences, will prompt these women to choose market work. Some of these women will migrate to temporary employment in order to "test the waters" of the world of work. Other women will want intermittent periods of temporary employment because they prefer this type of arrangement or are unable to accept a permanent job. Regardless of why they want temporary employment, they can find work more rewarding if jobs other than clerical are open to them. It is advisable

to identify nonclerical, challenging occupations which lend themselves to a temporary arrangement. Our findings suggest that this would help make better use of the nation's labor supply, as well as better meet the needs and aspirations of female reentrants.

Employers will be closing their doors to many qualified women unless they are willing to consider hiring on a temporary basis in other than clerical occupations. As more women attend college, the investment in human capital by female labor participants will continue to increase. Moreover, as the labor force participation rates increase for women in those age groups most likely to be returning to work, employers will be able to hire more qualified women, and more women will be seeking temporary employment. Although this may necessitate restructuring some occupations which heretofore have been reserved for males, the benefits to be derived by employers are appreciable. As public policies regarding discrimination are refined, companies will find equal employment compliance more readily attainable if they are willing to hire women "temporarily" in all occupations.

In the last few years, some employers have abandoned the traditional five-day work week and have adopted flexi-work schedules. Perhaps nonstandard work schedules are unacceptable to many employers, but the pros and cons of alternate work schedules are being considered by public policymakers. We advise assessing the potential of temporary arrangements in conjunction with efforts to develop strategies to implement work schedules of a nontraditional nature. Similarly, as the costs and benefits of day care centers are merged, it would be practical to consider the role of temporary type arrangements as part of such assessments.

APPENDIX A

INFORMATION ON NON-RESPONSE BIAS

After a sample of 917 potential respondents was selected, a letter was mailed to each woman explaining the nature of the study and requesting her cooperation. Of the 908 potential respondents, 187 women were not assigned to interviewers because the letter was nonforwardable or because the woman was deceased. Of the 721 cases ultimately assigned to the interviewers, 492 women were interviewed; 46 women could not be located, 34 had moved out of the Philadelphia SMSA, and 149 were contacted but refused to participate in the study. This gave rise to three distinct groups: (1) those interviewed (492); (2) those who could not be located (267); and (3) those women contacted in the field but who refused to cooperate (149). As shown in Table 37, the percent of women falling into one of three groups is presented on the basis of work-related and demographic variables.

The data in Table 37 allow us to conclude that there are no differences between the women interviewed and those who refused to be interviewed when they are compared on the work-related and demographic variables mentioned. However, there are some differences among those interviewed and those we were not able to contact. The latter group tended to be younger, more often single or separated, and have no or very few children. This might explain their greater mobility and hence our inability to contact them. Also, these women tended to apply in the earliest years. As expected, they were harder to locate. Because of these differences we cannot conclude that our sample is representative of all women who apply at THS. However, our sample does cover married women who tended to be out of work for a longer duration pre-THS, the prime candidates for reentrants.

TABLE 37. FIELD INTERVIEW RESULTS ON THE BASIS OF WORK-RELATED AND DEMOGRAPHIC VARIABLES

Variables	Interviewed	Refusals	Not Contacted
WORK-RELATED VARIABLES			
Year of Application at THS			
1967	47.7	16.6	35.5
1968	47.7	14.6	37.7
1969	57.6	18.7	23.6
1970	50.0	20.2	29.8
1971	52.2	13.0	34.8
1972	56.7	18.3	25.0
1973	71.7	13.3	15.0
Duration between Last Job and Application at the THS			
6 - 11 months	44.6	18.3	37.5
12 - 23 months	52.3	13.4	34.3
24 - 35 months	47.7	14.8	37.5
36 - 59 months	57.7	15.5	26.8
60 or more months	61.5	17.3	21.2
DEMOGRAPHIC VARIABLES			
Marital Status			
Single	46.6	11.7	41.7
Married	57.2	17.1	25.7
Separated	34.1	11.4	54.5
Divorced	43.9	19.5	36.6
Widowed	46.2	19.2	34.6
Number of Children			
No children	40.1	11.3	48.6
1 child	48.3	25.2	26.6
2 children	60.1	17.3	22.6
3 children	58.8	15.0	26.3
4 children	65.8	17.1	17.1
5 or more children	71.7	6.5	21.7

(Continued on next page)

TABLE 37 -- Continued

Variables	Interviewed	Refusals	Not Contacted
Age at Application			
20 - 24	48.8	9.9	41.3
25 - 34	43.7	17.7	38.3
35 - 44	58.3	18.1	23.6
45 - 54	63.2	17.5	19.3
55 and over	69.2	-	30.4
Education			
12 years or less	58.2	16.2	25.6
13 or more years	50.6	16.5	32.9

APPENDIX B

A STUDY OF WOMEN IN THE LABOR MARKET QUESTIONNAIRE A

Case Number | | |

Respondent's Identification Number | | | | | | | |

Respondent's Name: _____

Hello, (Miss/Mrs.) _____, I'm _____ from the School of Business Administration at Temple University. We are interviewing women in this area as part of a research project. Our study is concerned with temporary help companies such as [redacted] and other similar agencies who find temporary employment for women in jobs as secretaries, clerks, salespeople, and key punch operators, etc. There is a great deal of interest in knowing more about the special problems associated with women's efforts at getting and keeping a job. Hopefully, your cooperation in this study will shed some light on how to help women who work. You were selected by chance from among a group of women who used a temporary help service. My records indicate that you registered with [redacted] on _____ and we would like to ask you a few questions. This study is sponsored by Temple University, not by [redacted] or any other temporary help company. The information you give will be held in strict confidence and used only in the form of statistics after your answers have been combined with those of other women being interviewed.

TIME INTERVIEW BEGAN _____

A. EDUCATION AND TRAINING

First, I would like to ask some questions about you.

1. How many years have you lived in the Philadelphia-Camden Metropolitan Area? (1)

All of my life 1
Number of years _____

2. What is the highest year of school you completed?

High School . . .9 . . . 10 . . .11 . . .12 (2)
College. . 13 . . 14 . . 15 . . 16 . . 17. . 18+

3. ASK EVERYONE WHO FINISHED HIGH SCHOOL OR ATTENDED COLLEGE

What year did you graduate from high school, and how old were you when you graduated?

Year . . . . . ☐☐☐☐ (3

Age . . . . . _____

4. During your last year in high school, what curriculum were you enrolled in. Was it commercial, college preparatory, general, or a vocational curriculum.

Commercial 1 (4
College preparatory. 2
General 3
Vocational. . . (ASK A). 4

A. What did you specialize in?

ASK QUESTIONS 5,6,7,& 8 FOR THOSE WITH COLLEGE EXPERIENCE ONLY.
OTHERS GO TO QUESTION 9

5. During what years were you attending college full time?

No full time college 1
Years mentioned . .(RECORD BELOW). 2

From _____to_____ From_____to_____

From _____to_____ From_____to_____

From _____to_____ From_____to_____

6. During what years were you attending college part time?

No part time college 1
Years mentioned . . (RECORD BELOW) 2

From_____to_____ From_____to_____

From_____to_____ From_____to_____

From_____to_____ From_____to_____

7. We are interested in what type of college you (are attending/attended). (Was/is) it a four year college or university, a two year junior or community college, or what?

4 year college or university 1
2 year junior or community college 2
Other (SPECIFY) 3

8. What (is/was) your major? (IF CHANGED MAJOR, RECORD LAST MAJOR)

9. ASK EVERYONE Aside from regular school, have you ever taken any other job training? Please do not count on-the-job training given informally. (9)

Yes . . . . .(ASK A,B,C,& D) 1
No 2

	A. What type of training did you have? If more than 3, select 3 most related to clerical skills.	B. During what years was that?	C. How long did this training last?	D. How many hours per week did you spend on this training including study time?
1.				
2.				
3.				

10. Now I would like to talk to you about all of the full and part-time jobs that you have had in the last few years. As I list each job I will be asking you some additional information about your work and your place of employment. (10)

First, are you presently working?

RECORD WORK HISTORY ON WORK HISTORY SUPPLEMENT

B. TEMPORARY HELP SERVICE EXPERIENCE (11)

11. Now I would like to have you think back over all your work experience and tell me all the temporary help companies you ever registered with. If you registered for the same company in more than one place, please include the different locations. What is the first company you ever registered with? PLEASE LIST IN CHRONOLOGICAL ORDER INCLUDING [redacted] REGISTRATION ON FACE SHEET. RECORD BELOW UNDER A, THEN ASK B,C, & D.

	A. Company	B. What city was that in?	C. When did you register? (RECORD YEAR AND MONTH)	D. Did you ever work for that company?
1.				
2.				
3.				

INTERVIEWER: REVIEW WORK HISTORY AND MAKE ANY CHANGES NECESSARY AS A RESULT OF INFORMATION GIVEN IN QUESTION 11. WHERE ANY CHANGES MADE IN WORK HISTORY AS A RESULT OF THIS REVIEW?

Yes 1
No 2

ASK QUESTIONS 12, 13, & 14 OF THOSE WHO WORKED AT SOME TEMPORARY HELP COMPANY OTHER THAN [redacted] IN THE PHILADELPHIA-CAMDEN METROPOLITAN AREA.
GO TO QUESTION 17 FOR ALL OTHERS.

12. When you consider your job needs, how do you like the temporary help company arrangement? Would you say you liked it very well, fairly well, moderately well, only slightly or not at all? (12)

Very well 1
Fairly well 2
Moderately well 3
Slightly 4
Not at all 5

13. How do you think the temporary help companies could (be/have been) of more help to you? (13)

14. Under the same circumstances would you go back to a temporary help company again? (14)

Yes . . . . . .(ASK A) 1
No . . . . . .(ASK A) 2

A. Why (would/wouldn't) you go back?

INTERVIEWER: REVIEW WORK HISTORY TO SEE IF RESPONDENT WAS WORKING FOR ANY OTHER TEMPORARY HELP COMPANY WHILE WORKING FOR [redacted] (SEE REGISTRATION DATE GIVEN YOU ON FACE SHEET).
WAS RESPONDENT WORKING FOR ANY OTHER AGENCY AT THAT TIME?

Yes . . . . . .(ASK QUESTION 15 & 16) . . .1
No . . . . . .(GO TO QUESTION 17) 2

15. You have just indicated that while you were with Manpower starting in _____ you were also working for at least one other temporary help company. Did you work for the other agency more, less, or about the same amount as you did for [redacted]? (15)

A. Why was it that you worked for the other company(ies) (more/less) than you did for [redacted]?

More than [redacted] . .(ASK A) 1
Less than [redacted] . .(ASK A) 2
About the same 3

16. Would you please tell me why you worked for more than one temporary help company at the same time? (16)

17. Now, I would like you to think back about the work history you just gave me. Did you ever accept a job with any company you became aware of because you had been sent there previously by a temporary help company? (17)

Yes . . . . . (ASK A) 1
No 2

A. Which jobs were those? (PLACE A CHECK ON WORK HISTORY SHEET)

INTERVIEWER: REFER TO WORK HISTORY.

IF THERE IS WORK HISTORY PRIOR TO REGISTRATION, CIRCLE THE JOB IN JOB DESCRIPTION COLUMN BELOW DOUBLE LINE THAT ENDED BEFORE RESPONDENT REGISTERED AT [redacted] ON REG. DATE GIVEN YOU & CHECK HERE TO INDICATE YOU HAVE DONE THIS & ASK QUESTIONS IN SECTION C. ____

IF THERE IS NO WORK HISTORY BELOW THE DOUBLE LINE THAT ENDED BEFORE RESPONDENT REGISTERED AT [redacted] ON REGISTRATION DATE GIVEN YOU, CHECK HERE AND GO TO SECTION D.

C. LAST JOB BEFORE GOING TO [redacted]

18. Now I would like to ask a few questions about the last job you had that ended before you registered at [redacted] on _____. I mean the job (READ JOB DESCRIPTION CIRCLED ON JOB HISTORY SHEET). That job was one where you worked _____ hours per week. Is all that correct? (18)

RECORD JOB BELOW:

Yes 1
No 2

CORRECT WORK HISTORY SUPPLEMENT AND EXPLAIN IN SPACE AT LEFT.

INTERVIEWER: CODE ONE:
Job less than 35 hours per week (ASK A) . .3
Job 35 hours or more per week 4

A. Why did you work less than 35 hours per week?

---

19. Were the skills used on that job similar to the ones you used later when you worked for [redacted]? (19)

Yes 1
No . . . . . .(ASK A). 2

A. How did those skills differ?

---

20. How much did you usually earn at that job before deductions? (20)

(CIRCLE APPROPRIATE TIME PERIOD)$_____per (1)

NOTE: IF AMOUNT GIVEN IS AFTER DEDUCTIONS CIRCLE NUMBER 8 BELOW.

Hour 2
Day 3
Week 4
Month. 5
Year 6
Other (SPECIFY). 7
AMOUNT AFTER DEDUCTIONS. 8

D. [redacted] EXPERIENCE

21. Now, I would like to ask you some questions about when you went to [redacted] for temporary jobs, and also what happened while you were associated with them. First, I am going to read you some items which may have influenced your decision to apply for work in _____(REGISTRATION DATE GIVEN ON FACE SHEET). As I read each item will you please tell me if it was very important, somewhat important, not very important, or not at all important in your decision to apply for work? First, to break monotony of my household. How important was that in your decision? READ EACH ITEM REPEATING CODE CATEGORIES AS NECESSARY. (21

	Very Important	Somewhat Important	Not Very Important	Not at All Important
To break monotony of my household	1	2	3	4
To earn money	5 ASK A	6 ASK A	7	8
To gain experience or improve my skills	9	10	11	12
To meet people	13	14	15	16

A. What was the main reason you had for wanting to earn money at that time? Was it to maintain your standard of living or was it to improve your standard of living, or was it to provide for some future want or need, or would you say it was for some other reason?

Maintain standard of living 17
Improve standard of living 18
Future need 19
Other (SPECIFY) 20

---

22. Here are some cards which have reasons on them that people have given for choosing a temporary help service. Please separate these into two piles; place in one pile those reasons which were important to you in choosing a temporary help agency, and in the other pile those unimportant to you. (WAIT UNTIL RESPONDENT SORTS INTO TWO PILES.) Now please take the pile of those reasons important to you and place them in order of importance, from the most important to the least important. (22)

CARDS IN "NOT IMPORTANT" PILE CODE X.

THEN RECORD ORDER OF IMPORTANCE FOR CARDS IN IMPORTANT PILE BY NUMBERING 1,2,3, ETC. IN COLUMN I.

A. Opportunity to work various places - for variety . . . . . .A____
B. Opportunity to meet a variety of people . . . . . .B____
C. Opportunity to evaluate my skill potential . . . . . C____
D. Opportunity to learn new jobs . . . . . .D____
E. Opportunity to discover what jobs are available . . . . . E____
F. Opportunity to determine if working is compatible with my other obligations .F____
G. Was available for a temporary period only, was reluctant to take a permanent job . . . . . G____
H. I did not want anyone to know I was working . . . . . H____
J. Wanted to see if I would like working . .J____
K. Change in marital status . . . . . K____
L. Prefer temporary employment because of freedom & flexibility it provides . . L____
M. Was seeking full-time employment but could not find any . . . . . M____

23. How did you first find out about [redacted]? Was it through a friend, a relative, advertisement, or what? (23)

Advertisement . . (ASK A). 1
Friends 2
Relative 3
Other (SPECIFY) 4

A. What kind of advertisement was that?

---

24. Why did you choose [redacted], rather than another temporary help company? (24)

---

25. When you registered at [redacted], what was your marital status? (25)

Married 1
Separated 2
Divorced 3
Widowed 4
Single 5

---

26. Since you applied at [redacted], has your marital status changed? (26)

Yes . . . . (ASK A). 1
No 2

A. How did it change, and in what year(s)?

---

27. When you registered at [redacted], did you have children? (27)

Yes . . . . (ASK A,B,C). 1
No 2

A. How many children did you have? _____Number

B. How old were they? ___ ___ ___ ___ ___ ___ ___ ___ Ages

___ ___ ___ ___ ___ ___ ___ ___ Ages

C. What arrangements did you usually make for child care while you were working at Manpower?

---

28. Since you applied at [redacted] have you had any (more) children? (28)

Yes . . . . (ASK A & B). 1
No 2

A. How many (more) children have you had? _____Number

B. When were they born? ___ ___ ___ ___ ___ ___ ___ ___ ___Years

---

29. When you registered at [redacted] for a temporary job, were you also looking for a permanent full-time job elsewhere? (29)

No . . . . . (ASK A) 1
Yes . . . . . (ASK B) 2

A. Were you looking for a steady part-time job elsewhere?

No 3
Yes . . . . . (ASK B) 4

B. What kind of work were you looking for?

---

30. Did you stay with [redacted] for more time, less time, or about the length of time you originally anticipated? (30)

More time . . . . (ASK A) 1
Less time . . . . (ASK A) 2
About the same 3

A. Why did you stay with [redacted] for (more/less) time than you originally anticipated?

---

31. When you registered in _____, at [redacted], how long did you intend to use this service? (31)

---

32. When you first went to [redacted] in _____, what kind of work did you think you had the skills to do? (PROBE FOR SKILLS RATHER THAN JOB TITLES.) (32)

---

33. When you went to [redacted] then, what kind of work did you actually do while working for them? (PROBE FOR SKILLS RATHER THAN JOB TITLES.) (34)

---

34. Of the particular skills and talents you possessed at that time, which one(s) were not used?

35. While you were at [redacted], to what degree do you feel you improved your skills & abilities. Would you say you improved them a great deal, moderately, only a little, or not at all? (35)

Great deal . . . . . (ASK A) 1
Moderately . . . . . (ASK A) 2
Little . . . . . (ASK A) 3
Not at all 4

A. Which skills & abilities were improved?

---

36. Thinking of your total household earning at that time, approximately what % were your earnings? (36)

---

37. While at [redacted], did you ever refuse any jobs? (37)

Yes . . . . . (ASK A & B) 1
No 2

A. About how many jobs did you usually refuse? Number _____ per _____

B. Why did you refuse (that/those) jobs?

---

38. While at [redacted], did you work for many different companies, a few companies, or for only one company? (38)

Many different companies 1
A few companies 2
Only one company 3

---

39. Now I would like to ask you some questions about what you observed about the company(ies) you worked for while at [redacted]? (39)

A. To what degree do you feel your experience with [redacted] has helped you to understand the types of jobs for which you might qualify? Do you feel it was very helpful, moderately helpful, of little help, or of no help?

Very helpful 1
Moderately helpful 2
Little help 3
No help 4

B. To what degree do you feel your experience with [redacted] has helped you to understand the range of salaries available to you? Do you feel it was very helpful, moderately helpful, of little help, or of no help?

Very helpful 5
Moderately helpful 6
Little help 7
No help 8

C. To what degree do you feel your experience with [redacted] has helped you to identify the types of companies who were hiring employees with skills similar to yours? Do you feel it was very helpful, moderately helpful, of little help, or of no help?

Very helpful 9
Moderately helpful 10
Little help 11
No help 12

40. To what degree has your experience at [redacted] enabled you to fully utilize your skills in later jobs? Has it been very helpful, moderately helpful, little helpful or no help at all? (40)

Very helpful 1
Moderately helpful 2
Little helpful 3
No help at all 4

---

41. How would you rate [redacted] for those women who only want part-time or temporary work? Would you rate it as excellent, good, fair, or poor? (41)

Excellent 1
Good 2
Fair 3
Poor 4

---

42. How would you rate Manpower for those women who want a steady job but have been unable to find a suitable one? Would you rate it as excellent, good fair, or poor? (42)

Excellent 1
Good 2
Fair 3
Poor 4

---

43. When you were working for [redacted], how did your wages compare to what you thought you could earn by working for a single employer permanently? Would you say your wages at [redacted] were much higher, slightly higher, about the same, slightly lower, or much lower? (43)

Much higher 1
Slightly higher 2
About the same 3
Slightly lower 4
Much lower 5

---

44. When you consider your job needs at that time, how did you like the [redacted] arrangement? Would you say you liked it very well, fairly well, moderately, slightly, or not at all? (44)

Very well 1
Fairly well 2
Moderately 3
Slightly 4
Not at all 5

---

45. How do you think [redacted] could have been of more help to you? (45)

---

46. If in the future you found yourself in circumstances similar to those in _____ (DATE ON FACE SHEET) when you registered at [redacted], would you go back to [redacted] again? (46)

Yes . . . . . (ASK A) 1
No . . . . . (ASK A) 2

A. Why (would/wouldn't) you go back to [redacted] again?

INTERVIEWER: REFER TO WORK HISTORY

IF THERE IS WORK HISTORY AFTER ANY PHILADELPHIA-CAMDEN [redacted] EXPERIENCE, CIRCLE JOB IN JOB DESCRIPTION COLUMN ABOVE WAVY LINE THAT BEGAN AFTER RESPONDENT LEFT [redacted] & CHECK HERE TO INDICATE YOU HAVE DONE THIS & ASK QUESTIONS IN SECTION E: _____

IF THERE IS NO WORK HISTORY ABOVE THE WAVY LINE THAT BEGAN AFTER RESPONDENT LEFT [redacted], CHECK HERE _____. EXPRESS STATEMENT OF THANKS AND COMPLETE INTERVIEW REPORT ON LAST PAGE.

E. POST [redacted] EXPERIENCE

47. Now, I would like to ask a few questions about the first job you had that began after you left [redacted] in the Philadelphia-Camden area. I mean the job (READ JOB DESCRIPTION CIRCLED ON JOB HISTORY SHEET). That job was one one where you worked _____ hours per week. Is all that correct? (47)

RECORD JOB BELOW:

Yes 1
No 2

→ CORRECT WORK HISTORY SUPPLEMENT AND EXPLAIN IN SPACE AT LEFT.

INTERVIEWER: CODE ONE

Job less than 35 hours per week (ASK A) . . 3
Job 35 hours or more per week 4

A. Why did you work less than 35 hours per week?

---

48. When you first started that job, how much did you usually earn before deductions? (49)

CIRCLE APPROPRIATE TIME PERIOD. $_____ per (1)

NOTE: IF AMOUNT GIVEN IS AFTER DEDUCTIONS CIRCLE NUMBER 8 BELOW.

Hour 2
Day 3
Week 4
Month. 5
Year 6
Other (SPECIFY) 7
AMOUNT AFTER DEDUCTIONS 8

---

49. How did this figure you have just given me compare with your hourly rate at [redacted]? Was your pay at your new job much higher, slightly higher, about the same, slightly lower, or much lower than your pay thru [redacted] jobs? (49)

Much higher 1
Slightly higher 2
About the same. 3
Slightly lower 4
Much lower 5

---

50. In terms of how much you earned per hour, how did that job compare with what you thought you could earn at that time? Would you say that job which followed your working thru [redacted] paid you much more, slightly more, about the same, slightly less, or much less than you thought you could earn at that time. (50)

Much more 1
Slightly more 2
About the same 3
Slightly less. 4
Much less 5

---

51. In terms of utilizing your skill, when you first began that job, how did it compare with those you help thru [redacted]? Would you say you were able to utilize your skills much more, somewhat more, about the same, somewhat less, or much less than you had at [redacted]? (51)

Much more 1
Somewhat more 2
About the same 3
Somewhat less. 4
Much less 5

---

52. When you began that job, do you think your skill potential was utilized fully, somewhat, very little, or not at all?

Fully 1
Somewhat 2
Very little 3
Not at all 4

THANK RESPONDENT

TIME INTERVIEW ENDED _____

INTERVIEW REPORT FORM

TOTAL INTERVIEW TIME _____ MINUTES

INTERVIEWER _____

DATE OF INTERVIEW | | | | |

HISTORY SUPPLEMENT CASE NUMBER [ ][ ][ ] RESPONDENT'S LAST NAME _____ REGISTRATION DATE _____

PAGE NUMBER _____ INTERVIEWER _____ TRACE HISTORY BACK TO _____

FROM MONTH YEAR	TO MONTH YEAR	JOB DESCRIPTION & TYPE OF EMPLOYER OR NOT WORKING	HOURS PER WEEK	TEMPORARY HELP SERVICE YES OR NO	Q 17 YES ONLY	2nd JOB YES OR NO	REASON FOR LEAVING JOB OR NOT WORKING

INTERVIEWER: Draw a line completely across the page after every period of time of work or nonwork, but draw a wavy line above [redacted] job(registration date given you on face sheet) and a double line underneath.
Ask for all work: part time jobs as well as full time jobs. (Main jobs and second jobs)
If no work history below heavy line, ask for the last time respondent worked before going to [redacted] Excluding any work while in high school.

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APPENDIX C

THE MEASUREMENT AND SOURCE OF THE DEPENDENT AND EXPLANATORY VARIABLES

THE MEASUREMENT OF DEPENDENT VARIABLES

That portion of each research question focusing on a dependent variable is set forth below and the source and measurement of the dependent variable is then explained. The sequencing of the questions is in keeping with the evolution of the women's work-related experiences and the longitudinal design of the study.

> QUESTION I - For those women reentering the work force through THS: What were their work histories in a five-year period prior to applying at THS?

Our major concern here is with the reentrant's work experience during the five years prior to her applying at THS. The measure used is "percent time worked" in the pre-THS period. The information used to construct this measure was obtained from the work history section of the questionnaire (Item 10),[1] where, among other things, women were asked to reconstruct their employment history in terms of the actual time they worked. Since each woman was idle for at least six months prior to her application at THS--out of the possible 60 months encompassed in the pre-THS period--this variable can range from 0 to 90 percent only.

> QUESTION II - Among women reentering the work force through THS: What factors influenced the decision to return to work? Were these women more interested in "earning money," "gaining experience," "breaking household monotony," and/or "meeting people"?

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[1]See Appendix B for a copy of the questionnaire.

To address the issues raised in Research Question II, the women were asked to rank the importance of each of four reasons for returning to work (Item 2). These reasons were: (1) to earn money; (2) to gain experience or improve skills; (3) to break household monotony; and (4) to meet people. For each reason, respondents were asked to rank it from "very important" to "not important at all." Thus, it is possible to compare the relative importance given for each of the four reasons and to examine the characteristics of those women who ranked each particular reason accordingly.

QUESTION III - Among women reentering the work force through THS: Why did women select a THS when they decided to return to work?

In order to ascertain why reentrants selected a THS as a vehicle to return to work, the women were asked to rank order among twelve possible reasons for applying at a THS (Item 22) those they considered important. Because two were so infrequently mentioned, they were deleted from the analysis. Each remaining reason was thus assigned a score from 1 to 10 in terms of its importance in the decision to choose a THS. Scores on the 10 reasons were then factor analyzed to determine whether women ranking one particular reason as important (unimportant) also tended to rank any other reasons as important (unimportant).[2] That is, scores on the 10 reasons were factor analyzed to determine the number of distinct dimensions underlying the reasons for choosing a THS. The factor analysis indicated that the 10 reasons might be more easily subsumed under three broad headings: (1) chose THS to gain labor market information; (2) chose THS because temporary jobs were preferred, and (3) chose THS because variety was preferred or to determine whether work was compatible with one's life style.

On each of the three factors derived from the analysis, the factor scores for the women are used as dependent variables. For each factor the scores are continuous measures rating the degree to which a woman considered that factor to be important in choosing a THS as the vehicle for reentry into the labor market.

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[2]The factor analysis is discussed further in Harry H. Haiman, Modern Factor Analysis (Chicago, Ill.: University of Chicago Press, 1967).

QUESTION IV - After reentering the work force through THS: What types of work-related experiences transpired during their affiliation with THS?

During the period while reentrants were affiliated with THS, the particular labor market experiences of interest include: (1) length of affiliation with THS; (2) the number of days worked at THS; (3) the number of jobs held while with THS; (4) the number of different job classifications worked; (5) the average number of days worked per job; (6) the number of different companies to which assigned; and (7) the average number of refusals per woman per month. The measurement and source of each of these variables are described below:

The length of affiliation with THS - Affiliation means that a woman was "on call" with the THS. Women did, however, reserve the right to refuse specific assignments. To determine the length of a reentrant's affiliation with THS, the date of her application was used in conjunction with the date she no longer accepted assignments. Each of these dates was available from the personnel files maintained by the THS, and the length of affiliation was measured in terms of the actual number of months between the two dates.

The number of days worked for THS - The actual number of days working for THS customers was calculated from the personnel files maintained by THS. Adjustments were made for those jobs having beginning or ending dates that encompassed weekends or holidays.

The number of jobs held while with THS - The actual number of jobs held while affiliated with THS was made available through the THS personnel files.

The number of different job classifications worked while at THS - The number of different job classifications in which a respondent worked while with THS was obtained from the personnel files maintained by the THS. This measure serves as one indication of the variety and diversity of a woman's labor market experience.

The average number of days worked per job - To determine the average length of a job held while at THS, the total number of days a woman worked was divided by the total number of jobs held. This information was also developed from the personnel files maintained by the THS.

The number of different companies to which assigned - During the course of the personal interviews, each woman was asked if she worked for only one company, a few companies, or many companies while at the THS (Item 38). As was also the case with a number of other dimensions of work experience during the period affiliated with THS, this measure provides an indication of the exposure to the world of work made available through THS.

The average number of refusals per woman per month - To determine the average number of times per month a woman refused a job offered by THS, the number of times a job was refused was divided by the number of months affiliated with THS. Although technically free to refuse jobs for any reason, THS employees understood that after a certain number of refusals the THS was less likely to offer them jobs. To a certain extent, therefore, this measure serves as an indication of a woman's availability for work during the period in which she was affiliated with THS. Information concerning job refusals was obtained from the personal interview (Item 37).

QUESTION V - After reentering the work force through THS: What were the personal evaluations of the THS experience?

In order to address reentrants' evaluation of the THS experience--five specific measures obtained through the personal interviews were utilized. Each of the five evaluations of the THS experience is described briefly below:

The value of the THS experience in gaining labor market information - Each reentrant was asked to evaluate the degree to which the THS experience enabled her to understand the following items of labor market information: (a) salary ranges available to her; (b) jobs for which she might qualify; and (c) the types of companies hiring women with her skills. Each item was rated from "very helpful" to "no help." A composite score was derived by summing the responses

to each item, thus providing an overall measure of the degree to which the THS experience helped her gain labor market information. This information was made available through Item 39 of the personal interview instrument.

The value of THS experience for improving skills - Each reentrant was asked to evaluate the degree to which her skills improved while affiliated with the THS (Item 35), thus providing a measure of the on-the-job training gained by working for the THS. This assessment was rated from "a great deal" to "not at all."

The value of THS experience in meeting employment needs - Each reentrant was asked to assess the degree to which the THS met her job needs (Item 44). The assessment was in terms of meeting her needs "very well," to "not at all."

The value of THS in terms of wages - Each reentrant was asked during the personal interview to compare the wages she earned while at THS to those she might have earned if she had a permanent job (Item 43). The comparison was made in terms of the degree to which THS wages were "much higher" to "much lower."

The overall value of THS: would the woman return? - Each woman was also asked during the personal interview if she "would" or "would not" return to a THS under circumstances similar to those when she applied (Item 46).

QUESTION IV - In terms of subsequent labor force participation in particular: What types of labor market experience transpired subsequent to leaving THS?

In order to address this issue, information was obtained during the personal interview pertaining to the number of months a woman worked from the time she left THS up to the time of the interview (Item 47).

THE RATIONALE, SOURCE AND MEASUREMENT OF EXPLANATORY VARIABLES

In deciding whether to work a woman will weigh numerous subjective preferences and obligations in addition to assessing the demand for labor. The determinants influencing this decision differ from one woman to another, but research findings indicate that certain determinants are more important than others. Before indicating the source and measurement of the explanatory variables relied on in this study, a brief summary of other research findings is presented. These findings constitute the rationale which prompted us to include certain explanatory variables in the regression models.

The age of a woman is one important factor in determining her labor force activity. Obviously, the physical capacity to work is a function of an individual's age. Moreover, in analyzing the amount of labor market experience, age is important since it reflects the amount of time a woman could possibly work. Especially in the case of married women, age also indicates where the woman is on the life-work cycle. Female labor force participation rates increase until the late teens or early twenties, decline over the next eight to ten years, and then begin to rise again. "For married women, the explanation for entry, withdrawal, and reentry to the labor force lies, of course, in their need to time their work activity to coincide with marriage, child-bearing and child-rearing."[3] Thus, interrelated variables affect the relationship between age and labor force activity. Age differences may also reflect differences in the value of a given stock of human capital.[4]

According to Kreps, "The probability of a woman's working is influenced first and foremost by her marital

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[3]Juniata Kreps, Sex in the Market Place: American Women at Work (Baltimore and London: Johns Hopkins Press, 1971), p. 28.

[4]William G. Bowen and T. Aldrich Finegan, The Economics of Labor Force Participation (Princeton, N.J.: Princeton University Press, 1969), p. 108.

status."[5] Single, divorced and separated women have traditionally been more inclined to work than married women. This is not surprising, given that most of the former are probably the sole wage earners in the household and generally have fewer household obligations. A key determinant of a married woman's labor force activity is her children, particularly pre-school youngsters. Bowen and Finegan found that children under six take precedence over any other age category of children in determining the labor force status of women.[6] Their influence on a mother's labor force participation is evident in a number of ways: children increase the amount of work to be done in the home; they increase the family's need for income, and older children provide a possible source of assistance with home chores. While the first has a negative influence upon a mother working, the latter two increase the probability of her working.[7] For children between the ages of 6 and 17, the nation's educational system assumes responsibility for the children for a large part of the day. With respect to pre-schoolers and other children when not in school, alternative arrangements must be found--relatives or friends, other household members (e.g, older brothers or sisters), or formal day care centers.

The more human capital possessed by an individual, other things equal, the more rewarding we generally expect labor market experience to be. An individual's human capital can be viewed as a reflection of one's skills, abilities, and knowledge. This is usually considered to be the case for reentrant women as well as all others since the greater their human capital, the greater the incentive to participate in the labor market.

The relationship between education and labor force participation has been considered in exploring the theory of wage differences among individuals. In sum, this theory argues that better-paying jobs are available to those who have more education and training (greater investment in

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[5]Kreps, op. cit., p. 18.

[6]Bowen and Finegan, op. cit., p. 98.

[7]Ibid., p. 96.

human capital), and because they can command high wages they are more inclined to choose work over leisure.[8]

Many researchers[9] have noted that wives are less inclined to work as their husbands' incomes rise. Mincer,[10] and later Cain,[11] examined not only the current level but also the stability of the family's income. Distinguishing between permanent and transitory income,[12] Mincer concluded that a wife's labor force participation is responsive to declines in transitory income. On the other hand, Cain found that his measure of transitory income had a smaller negative effect than permanent income on the wife's employment.

Closely tied to the notion of a wife contributing financially to her family is the related possibility of a wife working to insure a financial future apart from her

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[8]T.W. Schultz, "Investment in Human Capital," American Economic Review, Vol. 51 (1961), pp. 1-17.

[9]Joan E. Crowley, et al., Facts and Fiction about the American Working Woman, ERIC (Ann Arbor, Mich.: Michigan University Institute for Social Research, January 1973), pp. 12-13; Marion Gross Sobol, "A Dynamic Analysis of Labor Force Participation of Married Women of Child-Bearing Age," The Journal of Human Resources, VIII (Fall 1973), p. 502; Kreps, op. cit., p. 30.

[10]Jacob Mincer, "Labor Supply, Family Income, and Consumption," American Economic Review (May 1960), pp. 574-583.

[11]Glenn G. Cain, Married Women in the Labor Force: An Economic Analysis (Chicago: University of Chicago Press, 1966).

[12]This distinction is based on the work of Milton Friedman, A Theory of the Consumption Function (Princeton, N.J.: Princeton University Press, 1957). Permanent or predicted income is income over the long run, based on the husband's age, education, etc. The husband's transitory income is the difference between the actual income and the permanent (expected) income.

husband. As Bergman and Adelman[13] commented, ". . . In this day of unstable marriages a woman who refrains from working during marriage is taking a risky position with her own financial future and that of her children."

Obviously, another factor influencing a woman's decision to accept or reject a job is the location of the job relative to transportation. Using commuting time as a measure of transportation, Parnes found an inverse relationship between the time required to get to the job and the degree a woman was attached to the labor market.[14]

While the determinants noted above may be important, a woman's decision to work may also be influenced by sociological and psychological factors:

> They (women) work not only to contribute to the family's funding for goods and services, but for greater personal autonomy in spending, for status inside and outside the family, to occupy themselves in an interesting way, to meet people, to have the excitement of being in a contest for advancement, to reduce the amount of housework they do and to get away from spending all day with their children.[15]

Depending upon the stage in a woman's life, other factors may prompt her to seek outside employment: the frustrations of child-rearing or, conversely, the joys and subsequent feelings of loss once the children are no longer dependent upon her may move a woman into the labor market. Hoffman,[16] for example, has discussed the psychological needs

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[13]Barbara R. Bergman and Irma Adelman, "The 1973 Report of the President's Council of Economic Advisors: The Economic Role of Women," American Economic Review (September 1973), p. 512.

[14]Parnes et al., op. cit., pp. 116-121.

[15]Bergman and Adelman, op. cit., p. 512.

[16]L.W. Hoffman, "The Decision to Work," in The Employed Mother in America, F.I. Nye and L.W. Hoffman (eds.) (Chicago: Rand McNally, 1963), pp. 29-30.

of two types of younger married women which influence their decisions to return to work after their youngest child enters school. One type of woman was satisfied with her role in the household as long as her children were at home, demanding almost constant attention. This woman feels no longer needed, dissatisfied, and afraid of growing old. A different type of woman felt continual frustration when her children were at home. The pre-school years were marked by deferred gratifications, restrained impulses, and force role behaviors. The entrance of the youngest child into school may provide a sense of release for this woman.

While theories have been developed to explain why a woman participates in the labor market, no accepted theory has been advanced to explain why a woman selects a THS. Logically, a woman chooses a THS in relation to the unique opportunities it offers: to work various places, evaluate her skill potential, discover the availability of jobs and to determine if work is compatible with other obligations. She might satisfy work-related needs by direct participation in the labor market. But, through a THS she may satisfy these needs more readily because of its transactional functions. Her work experience with a THS, in turn, is likely to be influenced by the reasons that prompted her to select it in the first place.

The factors described above relate to the supply aspects of women's labor force activity, but the probability of a woman getting a job is conditioned by a host of variables on the demand side. The unemployment level plays a major role, particularly to the extent that the discouraged worker effect dominates the additional worker hypothesis[17] in female labor force participation. Size of the female labor force, as well as the prevailing wage rates for women workers, are two additional labor market variables which

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[17]W.W. Woytinsky, Additional Worker and the Volume of Unemployment in the Depression (New York: Social Science Research Council, 1940); Kenneth Strand and Thomas Dernburg, "Cyclical Variation in Civilian Labor Force Participation," Review of Economics and Statistics (November 1964), pp. 378-391; Alfred Tella, "The Relation of Labor Force to Employment, Industrial and Labor Relations Review (April 1964), pp. 454-469.

interact with individual characteristics and conditions to determine the labor force activity of women. Although such demand determinants are important, the emphasis in this study is on the supply side, i.e., the THS employee.

Given these findings, certain explanatory variables were used in this study. Below is the source of each variable and the manner in which it was measured. Unless otherwise noted, these variables are used in each of the regression models.

Age - In this study, age is measured by three categorical variables which classify reentrants as either 22-29, 30-44, or 45-54 years of age. The age of each woman was obtained from THS personnel files.

Marital Status - Marital status is defined in terms of three mutually exclusive categorical variables: married, spouse present; single; or separated, divorced or widowed. This information was obtained from THS personnel files and updated during the course of the personal interviews (Item 26).

Children - The presence and age distribution of children are encompassed within three categorical variables: those without children, those with at least one child under six, and those with children but none less than six. As was the case with marital status, this information was updated at the time of the personal interview (Item 28).

Curriculum-Training - Curriculum-training is measured by four categorical variables classifying respondents as having followed one of four training paths: (a) commercial only; (b) commercial to academic; (c) academic only; and (d) academic to commercial. Three items were used to construct this variable: high school curriculum (Item 4), type of college (Item 7), and clerical training taken apart from high school and college before THS application (Item 9).

Education - Education is also measured in terms of three categorical variables. In this case, reentrants are classified as having: less than 12, 12, or more than 12 years of formal schooling (Item 2).

Highest Manual-Clerical Score - The highest test scores received on any manual-clerical exam (typing, shorthand, etc.) are categorized as: (a) above average, (b) average; (c) below average; or (d) did not take test. These data were obtained from the personnel files maintained by the THS.

Percent Household Income[18] - The proportion of total household income attributable to the reentrant while affiliated with the THS is actually defined in terms of a continuous measure. During the personal interview each reentrant was asked to approximate the actual percent of total household income their THS wages represented (Item 36). For purposes of this analysis, however, this variable has been categorized as follows: (a) 1-5 percent; (b) 6-50 percent; or (c) 51-100 percent.

Car Available[19] - On the application form each woman was asked if she had a car available for transportation to and from THS jobs. This information is simply classified as a "yes" or "no" response.

Year of Application[20] - It may be that those women who applied to THS in different years had different work experience because of year-to-year differences in the demand for labor within the local labor market. Hence, the year a woman applied, which was obtained from personnel files, was used as an explanatory variable essentially to operationalize the demand for labor.

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[18]This variable is included in the models which pertain to the THS period and the post-THS period.

[19]This variable is included in the models which pertain to the THS period only since the availability of a car in the pre-THS and post-THS periods was not ascertained.

[20]Although the primary purpose of this variable is to capture changes in the demand for labor, where it is used to account for other phenomena its alternate use will be explained.

In addition to the above explanatory variables, some of the dependent variables mentioned in this appendix previously were used as explanatory variables. This is in keeping with the longitudinal design of the study. We assumed that a reentrant's work experience which transpired in an earlier time period would influence her labor market behavior in future time periods. Where a once-dependent variable is used subsequently as an explanatory variable is clearly indicated in Figure 1, pp. 12-13.

APPENDIX D

FACTOR ANALYSIS--REASONS FOR RETURNING TO WORK THROUGH A TEMPORARY HELP SERVICE

Reason	Possible Reasons Chosen by Respondents
1	Opportunity to work various places--for variety
2	Opportunity to meet a variety of people
3	Opportunity to evaluate my skill potential
4	Opportunity to learn new jobs
5	Opportunity to discover what jobs are available
6	Opportunity to determine if working is compatible with my other obligations
7	Was available for a temporary period only, was reluctant to take a permanent job
8	Wanted to see if I would like working
9	Prefer temporary employment because of freedom and flexibility it provides
10	Was seeking full-time employment but could not find any

CORRELATION COEFFICIENTS

Reason	Reason 1	2	3	4	5	6	7	8	9	10
1	-	-	-	-	-	-	-	-	-	-
2	.31229	-	-	-	-	-	-	-	-	-
3	-.03200	.02043	-	-	-	-	-	-	-	-
4	.19332	.19525	.41605	-	-	-	-	-	-	-
5	.04302	-.01000	.18621	.22326	-	-	-	-	-	-
6	-.17137	-.06874	.15730	-.03647	.03366	-	-	-	-	-
7	-.00782	-.09239	-.12470	-.10588	-.16257	.05863	-	-	-	-
8	-.11630	-.07845	.09914	.01953	-.00131	.31986	.00308	-	-	-
9	.22859	.07288	-.08810	-.08731	-.18596	-.03484	.28688	-.08290	-	-
10	-.01996	-.01964	-.03479	.03332	.08792	-.19532	-.31620	-.14734	-.28124	-

BASIS FOR EXTRACTION OF FACTORS

Reason	Eigen-Value	Percent of Variance	Cumulative Percent
1	1.87005	18.7	18.7
2	1.67115	16.7	35.4
3	1.53881	15.4	50.8
4	.97536	9.8	60.6
5	.83671	8.4	68.9
6	.72626	7.3	76.2
7	.70038	7.0	83.2
8	.63662	6.4	89.6
9	.55973	5.6	95.2
10	.48493	4.8	100.0

FINAL COMMUNALITY ESTIMATES

Reason	Communality
1	.35757
2	.17603
3	.36519
4	.48958
5	.14190
6	.30280
7	.26726
8	.19680
9	.38799
10	.39231

UNROTATED FACTOR MATRIX

Reason	Factor 1	Factor 2	Factor 3
1	.06060	.58236	.12146
2	.13317	.38295	.10788
3	.44253	-.09904	.39944
4	.55178	.22652	.36580
5	.37014	-.03826	.05852
6	-.04613	-.41296	.36076
7	-.46184	.03924	.22896
8	.00192	-.34661	.27688
9	-.44509	.35611	.25113
10	.37633	.01315	-.50052

VARIMAX ROTATED FACTOR MATRIX AFTER ROTATION WITH KAISER NORMALIZATION

Reason	Factor 1	Factor 2	Factor 3
1	.18925	.18322	.53683
2	.21132	.07637	.35431
3	.58189	-.04855	-.15567
4	.67371	-.06768	.17638
5	.30479	-.22057	-.01865
6	.16632	.18149	-.49214
7	-.17658	.48216	-.06007
8	.15160	.10675	-.40302
9	-.11517	.56249	.24152
10	-.06398	-.59927	.17058

TRANSFORMATION MATRIX FOR THE ROTATION

Factor	Factor 1	Factor 2	Factor 3
1	.72745	-.68041	.08866
2	.10794	.24108	.96448
3	.67762	.69204	-.24882

FACTOR SCORE COEFFICIENTS

Reason	Factor 1	Factor 2	Factor 3
1	.11441	.11581	.34322
2	.08804	.04259	.17422
3	.32559	-.00250	-.11635
4	.46574	-.00564	.12750
5	.11814	-.08922	-.01447
6	.11651	.11130	-.29851
7	-.07690	.24436	-.03602
8	.07838	.05978	-.21370
9	-.04557	.34667	.16419
10	-.07737	-.38286	.11883

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